

**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 20, 2022, at 8:15 a.m. in the Silver Maple Ballroom, Room 401 at the Dudley H. Davis Center.

**MEMBERS PRESENT:** Chair Ron Lumbra, Vice Chair Cynthia Barnhart<sup>1</sup>, Secretary Johannah Donovan, John Bartholomew, Otto Berkes, Susan Brengle, Robert Brennan, Kevin “Coach” Christie<sup>2</sup>, Frank Cioffi, John Dineen, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, Stephanie Jerome, Kenny Nguyen, Don McCree, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, Catherine Toll, and Samuel Young

**MEMBERS ABSENT:** Kisha Kalra and Governor Phil Scott

**ALSO PARTICIPATING:** President & CEO, Nations Group Chris Nations, Executive Director of Facilities Management Luce Hillman, Deputy General Counsel John Collins, Director of Athletics Jeff Schulman, Graduate Student Senate Vice President Miki Beach (on behalf of President Rosie Chapina), Student Government Association President Maddie Henson<sup>3</sup>, Faculty Senate President Thomas Borchert, Staff Council President Jon Reisenweaver, Alumni Association President Afi Ahmadi, Special Assistant to the President Jonathan D’Amore, Music Department Professor and Chair David Neiweem, UVM Senior Emily Cummings, Vice President for Legal Affairs & General Counsel and Senior Advisor to the President Sharon Reich Paulsen, and Vice President for Finance & Administration Richard Cate

<sup>1</sup> Stepped out of the meeting at 11:45 a.m.

<sup>2</sup> Participated by phone; joined at 10:25 a.m.

<sup>3</sup> Participated by phone; joined at 10:30 a.m.

Chair Ron Lumbra called the meeting to order at 8:17 a.m.

### **Approval of minutes**

Chair Lumbra presented the February 4, 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 8)

### **President’s report**

President Suresh Garimella reported it has been another successful year with many accomplishments and notable achievements. He recognized and thanked Vice President for Executive Operations Gary Derr and Interim President & CEO of the UVM Foundation Jim Keller for their service to the university and wished them well in their retirement. He also extended his appreciation to Wendy Koenig, Director of State and Federal Relations for all her

good work with the legislature and recognized Kelly O'Malley, Coordinator of Presidential Events, for organizing and implementing the return of the main commencement ceremony back to the campus green. He concluded by expressing his excitement for celebrating graduates this weekend.

At 8:31 a.m., Chair Lumbra entertained a motion to enter into executive session for the purpose of discussing contracts and to receive advice of counsel. He noted the session would last for approximately 1 hour and 40 minutes and that no action is anticipated following. Everyone was excused from the meeting with the exception of Trustees; Provost & Senior Vice President Patricia Prelock, Vice President for Legal Affairs & General Counsel and Senior Advisor to the President Sharon Reich Paulsen, Vice President for Finance & Administration Richard Cate, President & CEO of Nations Group Chris Nations, Executive Director of Facilities Management Luce Hillman; Deputy General Counsel John Collins, Director of Athletics Jeff Schulman, Chief Communications Officer Joel Seligman, Vice Provost for Student Affairs Erica Caloiero, Dean of the College of Arts & Sciences Bill Falls and Dean of the College of Engineering & Mathematical Sciences Linda Schadler.

The meeting re-opened to the public at 10:14 a.m. and recessed for a break. The meeting reconvened at 10:26 a.m.

### **Governance leaders reports**

Each of the governance leaders offered highlights from their written reports included as attachments 2-5 in the meeting materials and entertained questions from trustees.

In addition, Graduate Student Senate Vice President Miki Beach provided a summary of results from the Graduate Housing Committee survey. She reported that cost burdened renters spend more than 30% of their income on rent, that 75% of graduate students are cost burdened, and 55% of Chittenden county renters are cost burdened. She noted there were 278 responses (16.3% of the graduate student population) of which 55% of respondents were PhD students, 48% in-state students, 40% out-of-state students, and 12% international students. Of the 278 respondents, 38% reported they live with roommates, 35% with a partner, 21% live alone and 7% live with family. Fifty-nine percent of the respondents live in Burlington, 11% in South Burlington and 8% in Winooski. 60% received stipends from the university.

Faculty Senate President Thomas Borchert reported that there is support among the faculty for the proposal under consideration by the legislature to expand the composition of the board and advocated for clear modes of communication between the board and the faculty.

Student Government Association President Maddie Henson reported that during her tenure she will be working on increased communication and widespread collaboration across the college and schools to achieve academic equity and is looking forward to working with the administration and board.

Staff Council President Jon Reisenweaver reported that staff have applied for congressional funds to build a community garden for faculty and staff. He also addressed employee turnover

and retention and expressed a desire to see energy devoted to recruiting staff of similar scale to faculty recruitment, noting staff do not have the same national reach. He concluded by expressing his concern that the system of inventory management for the university's retired personal computers and related devices is insufficient.

Alumni Association President Afi Ahmadi acknowledged this would be his last report to the board and that Cathy Tremblay will succeed him as President in June. He reported that while in-person events are resuming, efforts to keep alumni engaged virtually will continue. He noted that helping young alums find employment is a top priority and UVM Connect is a primary vehicle for offering support. He concluded by reporting that the events known as parents and alumni weekend held in the fall will be called "UVM Weekend" moving forward.

Chair Lumbra thanked each of the governance leaders and expressed his appreciation to Alumni Association President Afi Ahmadi for his leadership over the last three years.

### **Resolution approving revision to Alma Mater – *Universitas v. Montis***

Special Assistant to the President Jonathan D'Amore introduced a resolution to approve revisions to the chorus of Alma Mater (*Universitas v. Montis*) noting the changes are intended to inclusively reflect the entire UVM community. Music Professor and Department Chair David Neiweem shared the history of the song noting that in 1991, the year of UVM's bicentennial celebration, there was a call for a new alma mater to replace *Champlain*, the former alma mater. The new song was composed by Jane Oppenlander and lyrics by David Cox, both of whom are UVM graduates.

Emily Cummings, class of 2022, performed *Universitas v. Montis* with the proposed revisions.

Professor Neiweem called to attention that a proposed amendment to the last line of the chorus had been retracted and apologized that the correct version did not make it into the meeting materials.

The following corrected resolution was presented for approval:

### **Resolution approving revision to Alma Mater (*Universitas V. Montis*)**

WHEREAS, *Universitas V. Montis*, the Bicentennial Song with tune composed by Jane Oppenlander and lyrics by David Cox, has been the university's Alma Mater since its adoption in 1991;

WHEREAS, to inclusively reflect the entire UVM community in the song of celebration for the university and its people;

BE IT RESOLVED, that the Board of Trustees hereby approves the following revision of the lyrics of the Alma Mater (*Universitas V. Montis*):

From the lofty peaks of Mansfield  
to the shores of Lake Champlain,  
comes a mighty swelling chorus,  
whose echo will remain:

CHORUS:

Vermont! Vermont! Vermont!

Our University!

~~Thy loyal sons and daughters~~ Our hearts and minds and voices

Sing in love and praise to Thee.

Shadows falling 'cross the campus,  
changing seasons' wond'rous scene,  
stir our thoughts of Alma Mater,  
and ~~her~~ the colors Gold and Green:

CHORUS

A motion was made, seconded and it was unanimously voted to refer the resolution, with the original last line of the chorus retained, to the board for approval.

At 11:25 a.m., Chair Lumbra entertained a motion to enter into executive session for the purpose of discussing contracts, litigation, the evaluation of public officer, and to receive advice of counsel. He noted the session would last for approximately 50 minutes and that action is anticipated following the session. Everyone was excused from the meeting with the exception of Trustees, Provost Patricia Prelock, Vice Presidents Sharon Reich Paulsen and Richard Cate, Special Assistant to the President D'Amore, Deputy General Counsel Collins, Athletic Director Schulman, and Chief Communications Officer Seligman.

The meeting re-opened to the public at 11:58 a.m.

Chair Lumbra introduced the following resolution:

**Resolution authorizing negotiation and settlement of collective bargaining agreements**

BE IT RESOLVED, that the Board of Trustees authorizes the administration to negotiate and settle collective bargaining agreements with both units of UVM Staff United on the material terms reported on this date.

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

At 11:59 a.m., Chair Lumbra entertained a motion to return to executive session with previously invited participants remaining.

At 12:20 p.m., the following persons were excused from the session: President Garimella, Provost Prelock, Vice Presidents Cate and Reich Paulsen, Special Assistant D'Amore, Deputy General Counsel Collins, Athletic Director Schulman and Chief Communications Officer Seligman.

The meeting was re-opened to the public at 12:46 p.m.

Chair Lumbra introduced the following resolutions:

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

BE IT RESOLVED, that the Board of Trustees authorizes the administration to negotiate and execute amendments to an existing Memorandum of Understanding and an existing Services Agreement with The University of Vermont Foundation, on material terms consistent with the report given on this date.

**Resolution regarding 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 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.

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

The meeting was recessed at 12:48 p.m.

Chair Lumbra reconvened the meeting on Saturday, May 21, 2022 at 8:20 a.m. in the Livak Ballroom (417-419) at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Ron Lumbra, Vice Chair Cynthia Barnhart, Secretary Johannah Donovan, John Bartholomew, Otto Berkes, Susan Brengle, Robert Brennan, Kevin “Coach” Christie<sup>1</sup>, Frank Cioffi, John Dineen, Carolyn Dwyer, President Suresh Garimella, Jodi Goldstein, Stephanie Jerome, Kisha Kalra<sup>1</sup>, Kenny Nguyen, Don McCree, Carol Ode, Ed Pagano, Kristina Pisanelli, Lucy Rogers, Shap Smith, Catherine Toll and Samuel Young

MEMBERS ABSENT: Governor Phil Scott

ALSO PARTICIPATING: Vice Provost for Student Affairs Erica Caloiero, Affirmative Action and Equal Opportunity Director and Title IX Coordinator Nick Stanton, and Special Assistant to the President Jonathan D'Amore

<sup>1</sup> Participated by phone.

### **Sexual Misconduct and Response Action Plan update**

Vice Provost for Student Affairs Erica Caloiero and Director of the Office of Affirmative Action and Equality Opportunity and Title IX Coordinator Nick Stanton provided an update to the university's action plan to address sexual violence and misconduct on campus. Initiatives include the hiring of Dr. Elliott Ruggles in late February as the university's first Sexual Violence Prevention and Education Coordinator; ongoing education for all students including clubs, organizations, the Student Government Association and athletics; ongoing communication with students; collaboration with HOPE Works; and ongoing training for faculty and staff. Adjustments to the university's prevention and response efforts have been made over the past year in response to student feedback and internal review and analysis. Trustees were encouraged to visit the [We Hear You](#) webpage to be kept apprised of the university's efforts and ongoing work as a community to address this critical issue.

### **Bias response and antisemitism awareness**

Vice Provost for Student Affairs Erica Caloiero offered an update on efforts to enhance bias response and increase antisemitism awareness. Working with Provost Patty Prelock and Vice Provost for Diversity, Equity and Inclusion (DEI) Amer Ahmed, there has been engagement in national conversations, campus prevention and awareness-raising work, community messages about civil discourse and operationalizing intention around creating inclusion and equity at UVM. Specific areas of focus include: inviting the campus community to engage in learning and dialogue across a range of groups and beliefs; reinforcing the university's culture of spirited dialogue and respectful debate; creating a unified and contemporary understanding of how to operationalize the university's commitment to inclusive community and reviewing and modifying reporting mechanisms. The university has a Bias Response Program that addresses incidents of bias targeting students, staff and faculty and educates the community about bias, and institutional policies, protocols and resources related to bias. The program is composed of two specific teams: the Bias Response Council that reviews policies, publications, and procedures, develops strategic goals and reviews assessment data as it relates to bias incidents and response; and the Bias Response Team that reviews bias incidents, provides appropriate responses based on the nature of the incident and works with individuals and groups to connect them to campus and local resources. In closing, Vice Provost Caloiero acknowledged that faculty and staff have stepped forward to offer their time and expertise indicating a collective desire to foster a culture for belonging for all.

### **University land acknowledgment**

Special Assistant to the President Jonathan D'Amore introduced the following resolution noting the nature and purpose of land acknowledgment statements in university settings:

**Resolution adopting a university land acknowledgment statement**

BE IT RESOLVED, that the Board of Trustees approves the following as the university land acknowledgment statement for use at university events and in university documents that include a land acknowledgment:

The campus of the University of Vermont sits in a place of gathering and exchange, shaped by water and stewarded by countless generations of Indigenous people, in particular the Western Abenaki people.

Acknowledging the relations between water, land, and people is in harmony with the mission of the university. Acknowledging the serious and significant impacts of colonization on Indigenous peoples is a part of the university's ongoing work of teaching, research, and engagement and an essential reminder of our histories and our interconnected futures for the many of us gathered on this land.

UVM respects the Indigenous knowledge interwoven in this place and works to uplift the Indigenous peoples and cultures present on this land and within our community.

An opportunity for discussion was offered. Trustees inquired about the process for creating the statement. Special Assistant D'Amore responded it was a collaborative approach with the Division of Diversity, Equity and Inclusion and a variety of both internal and external constituents. Following discussion, trustees expressed support for the statement and agreed to defer approval of the resolution to allow for further due diligence and outreach. Trustees requested additional detail about the statement's development to inform board approval at an upcoming meeting.

**Adjournment**

There being no further business, the meeting adjourned at 9:22 a.m.

Respectfully submitted,

Ron Lumbra, Chair

**Ron E. Lumbra**  
**UVM Board of Trustees Chair's Report**  
**May 20, 2022**

Good morning and welcome to everyone and congratulations to the class of 2022. It is because of all of you — faculty, staff, and our administration that this class has crossed the finish line in one of the most challenging environments in recent memory.

I would like to take a moment to specifically acknowledge our Vice President for Operations and Public Safety, Gary Derr. Gary has been a key member of the administration and a great friend to the Board for his 22 years at UVM. By no means do we want to reduce all his important career-long work to just the last couple years, but the Board and all of the university owe you their profound thanks and admiration for your level-headed direction during the pandemic response and the culture of mutual care and support you brought to this campus. We wish you all the best in your retirement, Gary. Thank you for all you've done for UVM.

We have accomplished so much together. I would like to thank and acknowledge the state legislature and our legislative trustees and, specifically, Wendy Koenig, Director of State and Federal Relations, for helping to secure additional state financial support for the university. The additional support for UVM will allow us to press further into our mission and duty to serve the state even further. Although only about a quarter of our students come from within the state of Vermont, we are profoundly mindful of our responsibility to and our impact on the State. It is critical that we deliver on our educational mission to our students and, in parallel, serve as an economic engine for the state. I'm grateful for the additional support that will further that mission and demonstrates nicely the symbiotic relationship between the State and University of Vermont.

I am so proud of the success and accomplishments of our student athletes, both in competition and in the classroom. It's truly been a remarkable year of athletic success. We won championships in every season: fall, winter, and spring. Most recently, we've seen success in both women's and men's lacrosse. It was a special thrill that the men's team earned its first-ever victory in the NCAA tournament and the women's club lacrosse team recently placed second in nationals.

I am also so pleased to learn of the success and recognition of our faculty and staff. Multiple faculty earned Fulbright Awards, a Guggenheim Fellowship, and an induction into the National Academy of Science, among many others. These recognitions and others demonstrate the world-class quality of our faculty.

We are pleased with the continued progress in admissions and with the strength of our incoming class. It's important that we recognize the impressive and invaluable work of our admissions staff and all the others who make UVM so attractive to students choosing their higher ed destination in this competitive marketplace.



Finally, I would also like to express appreciation for our continued progress enhancing research, a critical mission as we continue to expand our reach and reputation.

We are pleased to get back to basics with a fulsome board agenda. We've had a number of compressed and virtual board meetings recently. We look forward to broad ranging discussions and receiving input on the many important issues facing our university. A valuable part of our work is hearing from all areas of the university through these meetings. We welcome our relationship with the various governance groups who will share reports with us this morning, and with students who take their time to engage in productive communication. It's always our desire that our conversations work toward our common goal: the success of the university and the people who are a part of it.

We certainly have challenges and opportunities to balance ranging from investment in facilities, research, programs, and people, to the juxtaposition with the cost of attendance and financial burden on people at center of our mission, students. We intend to do our job to get that balance right on behalf of the students, the institution, and the state of Vermont as we do our work.

This is one of my favorite meetings of the year as it ties in with commencement. It is a reminder of why we are here – our students. We will spend time this weekend celebrating the UVM class of 2022 and all the students who have earned advanced degrees. It goes without saying, we are so proud of them and so impressed with their accomplishments and their resiliency. We welcome them to the community of UVM alumni, and we wish them all the best.

In closing, I want to thank all the many people who helped make these trustee meetings and all the events of this special weekend for the university happen. Staff, faculty, students, administrators, and all who contribute, I want to say thank you on behalf of my board colleagues at this, the conclusion of another outstanding academic year.

That concludes my remarks.