

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

**EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES
COMMITTEE**

Members: Chair Carolyn Dwyer, Vice Chair Jodi Goldstein, Cynthia Barnhart, John Bartholomew, Otto Berkes, Frank Cioffi, Johannah Donovan, President Suresh Garimella, Stephanie Jerome, Kenny Nguyen, Carol Ode, Kristina Pisanelli, Lucy Rogers, and Samuel Young

Representatives: Faculty Representatives Evan Eyler, Colby Kervick and Mary Cushman, Staff Representatives Sarah Heath and Jay LaShombe, Alumni Representative Susan Wertheimer, Foundation Representative (vacant), Student Representatives Ayden Carpenter and Matt Sorensen, and Graduate Student Representatives (vacant)

Friday, February 10, 2023

1:00 p.m. – 2:00 p.m.

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

AGENDA

	Item	Enclosure	Discussion Leaders	Time
	Call to order			*1:00 p.m.
1.	Approval of October 28, 2022 meeting minutes	Attachment 1	Carolyn Dwyer	1:00-1:02
2.	Provost's report	Attachment 2	Patricia Prelock	1:02-1:09
3.	Proposal to establish a School of World Languages & Cultures		Abigail McGowan	1:09-1:12
4.	Faculty Senate Curricular Affairs Committee chair's report	Attachment 3	Colby Kervick	1:12-1:17
5.	Curricular action items: <ul style="list-style-type: none">• Resolution approving the establishment of a School of World Language & Cultures within the College of Arts & Sciences• Resolution approving the establishment of an Institute for Agroecology• Resolution approving the termination of the B.A. in European Studies in the College of Art and Sciences• Resolution approving the termination of the B.A. in Russian and Eastern European Studies Major in the College of Arts & Sciences• Resolution approving the termination of the B.A. in Latin American and Caribbean Studies in the College of Arts & Sciences	Attachment 4	Carolyn Dwyer	1:17-1:25

	Item	Enclosure	Discussion Leaders	Time
6.	Bias Reporting & Response <ul style="list-style-type: none"> Resolution reaffirming the Equal Employment Opportunity/Affirmative Action policy and the Equal Opportunity in Educational Programs and Activities and Non-Harassment policy 	Attachment 4; Appendices A & B	Trent Klingerman Erica Caloiero Amer Ahmed	1:25-1:35
7.	Alcohol, cannabis and other drug use on campus		Erica Caloiero Tom Fontana	1:35-1:55
8.	Other business**		Carolyn Dwyer	1:55-2:00
	Motion to adjourn			2:00 p.m.

*Times are approximate.

**Executive session as needed.

**EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

A meeting of the Educational Policy and Institutional Resources (EPIR) Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Friday, October 28, 2022 at 1:00 p.m. in the Silver Maple Ballroom, Room 401 at the Dudley H. Davis Center.

MEMBERS PRESENT: Chair Carolyn Dwyer, Vice Chair Jodi Goldstein¹, Cynthia Barnhart, John Bartholomew, Otto Berkes, Frank Cioffi, Johannah Donovan, President Suresh Garimella², Stephanie Jerome, Kenny Nguyen, Carol Ode, Kristina Pisanelli, Lucy Rogers, and Samuel Young

OTHER TRUSTEES PRESENT: Ron Lumbra³

REPRESENTATIVES PRESENT: Faculty Representatives Evan Eyer, Colby Kervick, and Jill Preston (attending on behalf of Mary Cushman), Staff Representatives Sarah Heath and (vacant), Alumni Representative Susan Wertheimer, Student Representatives Ayden Carpenter and Matt Sorensen, and Graduate Student Representatives (vacant) and (vacant)

REPRESENTATIVES ABSENT: Foundation Representative Cathi Wiebrecht-Searer

PERSONS ALSO PARTICIPATING: Provost and Senior Vice President Patricia Prelock, Vice Provost for Student Affairs Erica Caloiero, Affirmative Action and Equal Opportunity Director Nick Stanton, Vice Provost for Diversity, Equity, and Inclusion Amer Ahmed, Vice Provost for Enrollment Management Jay Jacobs, Vice Provost for Academic Affairs and Student Success Jennifer Dickinson, Director of Student Life in the Division of Student Affairs Lina Balcom, and Vice President for Research Kirk Dombrowski

¹Participated by phone.

²Joined the meeting at 1:27 p.m.

³Joined the meeting at 1:27 p.m.

Chair Carolyn Dwyer called the meeting to order at 1:02 p.m. and welcomed new student representatives Ayden Carpenter and Matt Sorenson to the committee.

Approval of minutes

The minutes from the May 20, 2022 meeting were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.

Provost's report

Provost Patricia Prelock began her report by introducing new hires Sonja Lunde the Director of the Fleming Museum and Charles Holmes-Hope the new Director of Residential Life in the

Division of Student Life. She introduced new appointments including Sarah Heath as the Director of UVM's Career Center, Lina Balcom, the Director of Student Life in the Division of Student Affairs, Allan Strong, Interim Dean of the Rubenstein School of Environment and Natural Resources, and Barb Arel serving as the Acting Dean of the Grossman School of Business this year, and Jane Okech, appointed as the new Vice Provost for Faculty Affairs. Provost Prelock recognized Dean of the Graduate College Cindy Forehand who will be stepping down at the end of the academic year after 10 years of leadership. Referencing her written report she acknowledged the Department of Education Office of Civil Rights investigation of the university's response to complaints of antisemitism and shared steps the university is taking to address this situation.

Resolution approving the Rutland County 4-H Foundation, Incorporated and Addison County 4-H Foundation, Incorporated as affiliated organizations

Provost Patricia Prelock introduced the resolution approving the Rutland and Addison County 4-H Foundations as affiliated organization. She explained that the Trustees originally approved the Rutland County 4-H Foundation, Inc. and the Addison County 4-H Foundation, Inc. for affiliated organization status on February 9, 2013 subject to execution of an appropriate Memorandum of Understanding. The MOUs created in 2013 have since expired. Additionally, the Board approved, and UVM created, the University of Vermont and State Agricultural College 4-H Program, Inc. in 2015 for the purpose of managing the finances of the individual 4-H clubs and activities operated through UVM Extension. Therefore, new MOUs are required to continue the affiliation pursuant to University policy, which reflects the commitment of all three entities.

Chair Dwyer presented the following resolution:

Resolution approving the Rutland County 4-H Foundation, Incorporated and Addison County 4-H Foundation, Incorporated as Affiliated Organizations

BE IT RESOLVED, that the Board of Trustees hereby approves continuation of the Rutland County 4-H Foundation, Incorporated and Addison County 4-H Foundation, Incorporated as affiliated organizations of the University of Vermont and State Agricultural College in support of 4-H programs administered by UVM Extension Services, subject to the execution of a Memorandum of Understanding for each organization pursuant to the University's Affiliated Organizations Policy.

BE IT FURTHER RESOLVED, that the President is authorized to enter into such a Memorandum of Understanding for a term of three years.

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.

Faculty Senate Curricular Affairs Committee chair's report

Chair Dwyer reminded the committee that they are asked to review and approve the creation, elimination, or substantial revision of an academic unit, curriculum, research, or service

endeavor. This is consistent with the committee's responsibility and authority as a board and reflects the careful stewardship of the university's educational resources to ensure that students are provided with a comprehensive, vital, and transformative educational experience. Faculty members and academic leaders across the institution contribute to this extensive stewardship process, which culminates in the report the committee receives from the Chair of the Curricular Affairs Committee of the Faculty Senate.

Faculty Senate Curricular Affairs Committee (CAC) Co-Chair Colby Kervick was invited to offer highlights from her written report included as attachment 4 in the meeting materials. CAC Co-Chair Kervick provided a brief overview of the following two curricular action items: a no-contest termination of the B.S. in Athletic Training and a new Ph.D. in Social-Emotional and Behavioral Health and Inclusive Education.

Provost Prelock introduced a resolution approving the establishment of the Osher Center for Integrative Health. As a result of a \$5.5 million grant from the Bernard Osher Foundation the university received in June, an Osher Center for Integrative Health has been established. This new institution-wide center will bring together exceptional practitioners, research, and educators from the College of Nursing and Health Sciences, the Larner College of Medicine, and the University of Vermont Medical Center to provide patient care, conduct research, and teach best practices in the rapidly growing field of integrative health. Provost Prelock introduced Jon Porter, MD, who has been appointed the new director of the center and Cara Feldman-Hunt the new associate director.

Action items

Chair Dwyer presented the following resolutions:

Resolution approving the creation of a PhD in Social-Emotional and Behavioral Health and Inclusive Education in the Graduate College in conjunction with the College of Education and Social Services

BE IT RESOLVED, that the Board of Trustees approves the creation of a PhD in Social-Emotional and Behavioral Health and Inclusive Education in the Graduate College in conjunction with the College of Education and Social Services, as approved and advanced by the Provost on September 20, 2022 and President on September 21, 2022.

Resolution approving the termination of the B.S. in Athletic Training in the College of Nursing and Health Sciences

BE IT RESOLVED, that the Board of Trustees approves the termination of the B.S. in Athletic Training in the College of Nursing and Health Sciences, as approved and advanced by the Provost on September 20, 2022 and President on September 21, 2022.

Resolution approving the establishment of the Osher Center for Integrative Health

BE IT RESOLVED, that the Board of Trustees approves the creation of the Osher Center for Integrative Health at the University of Vermont as approved and advanced by the Provost on September 20, 2022 and President on September 21, 2022.

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

Sexual Misconduct: Actions for Support and Prevention

Provost Prelock provided a brief introduction for the sexual misconduct presentation noting that addressing sexual misconduct and harassment at UVM remains a top priority. Vice Provost for Student Affairs Erica Caloiero and Affirmative Action and Equal Opportunity Director Nick Stanton provided an update on the status of the actions for support and prevention of sexual misconduct. Four working groups have been established: Prevention and Education, Policy and Procedure, Case Response, and Stakeholder Communications. The working groups have a variety of representative members to ensure broad representation from the community. They will meet on a regular basis to develop and adjust action plans.

Inclusive Excellence at UVM: Campus Climate Survey and Diversity, Equity, and Inclusion (DEI) Strategic Planning

Provost Prelock introduced Vice Provost for Diversity, Equity, and Inclusion Amer Ahmed. He reported on the results of the Campus Climate Survey which the university administered during the spring 2022 semester. Faculty and staff had a response rate of 54% and students had a response rate of 32%. Overall, more than 70% of the faculty/staff and students reported a sense of inclusivity on campus although this percentage represents a 4% decrease among faculty/staff and an 8% decrease for students since the 2019 Campus Climate Survey. Moving forward, the surveys will be administered on a three-year cycle for the university to track longitudinal DEI across all units. All administrative and academic units are engaged in data-based DEI strategic planning using the climate survey results, with plans due in December 2022.

Art and Science Group Recommendation

- **Global Engagement**

Provost Prelock, Vice Provost for Enrollment Management Jay Jacobs and Vice Provost for Academic Affairs and Student Success J. Dickinson gave a presentation on Catamount Global and Global Trek. One focus of the recommendations of the Art and Science Group was to engage prospective students with a range of global opportunities available at UVM. After consulting a group of administrators, staff, and faculty, a vision and mission for ‘Catamount Global’ was developed. Catamount Global envisions every student at UVM participating in study, research, and/or internship experiences that maximize their engagement as global citizens. Global travel/global perspective opportunities for first-year students are being increased as a recruitment and retention strategy. A Global Experiences Coordinator will establish several different types of travel opportunities for first year students next August before classes start. This will include

international trips initially in Canada, ‘point of origin’ trips in Seattle, Chicago and Washington DC and trips within Vermont – all with a focus on global connections.

Art and Science Group Recommendation

- **Innovation & Entrepreneurship**

Provost Prelock, Vice Provost Jay Jacobs, and Vice President for Research Kirk Dombrowski gave a presentation on the second Art and Science Group recommendation which is centered on innovation and entrepreneurship (I&E). The Provost’s Office and the Office of the Vice President for Research have partnered to enhance the culture of innovation and entrepreneurship on campus, to provide greater visibility to UVM’s I&E opportunities, and to bring student and faculty entrepreneurship programs into close coordination. Initiatives include inventorying existing I&E resources, plans to bring UVM’s “maker” facilities under a single organizational structure with the potential to expand this space, and a UVM I&E summit planned for summer 2023. In addition, the recruitment of a Student Entrepreneurship Coordinator has been launched. Further work includes building a long-term strategy to more fully integrate I&E into UVM’s identity and brand; identifying additional opportunities to catalyze existing programs, resources and relationships; enhancing innovative co-curricular activities in the residential learning communities and specifically within the I&E residential learning community; exploring academic credentials in entrepreneurship that will be available to all students; and deepening relationships with neighboring external resources.

Other business

There being no further business, the meeting adjourned at 3:02 p.m.

Respectfully submitted,

Carolyn Dwyer, Chair



The University of Vermont

Office of the Provost
and Senior Vice President

Provost's Report
February 10, 2023

Board of Trustees
Educational Policy and Institutional Resources Committee

Prepared by
Provost and Senior Vice President Patricia A. Prelock

I hope your new year is off to a good start. Our students, staff, and faculty returned from break energized and eager to re-engage with each other and the important work and initiatives underway. The volume and breadth of activity across campus awes and inspires me. I will use this report to provide some highlights for you and hope that after reading it you share in my confidence that the University is stronger than ever and that our work today will position us to thrive for years to come.

Let me begin by expressing my most sincere gratitude to **Senator Patrick Leahy** for his service to our nation, state, and university. You will hear more about his longstanding support for UVM at the board meeting, especially the \$30 million in congressionally directed spending that will support an endowment dedicated to enhancing the experience of our most promising and ambitious students, especially through our Honors College.

I'm delighted to announce that after a rigorous national search, **Dr. Katharine Shepherd** has been appointed Dean of the College of Education and Social Services (CESS). Katie is a values-driven, collaborative, solution-oriented leader who has been a member of the UVM community for 36 years. In addition to her extensive teaching record, Katie's nationally recognized scholarship focuses on educational leadership and family-professional partnerships, collaborative teaming, and state and school-wide implementation of inclusive policies and practices. Katie has held numerous leadership positions including Special Education Program Coordinator, Vice Chair of the Department of Education, Associate Dean for Academic Affairs and Interim Dean. While serving as Interim Dean, she supported the development of two new doctoral programs that will advance CESS' reputation and support our bid for R1 status. Katie is a valuable and impactful administrator. I'm confident that under her leadership, CESS' work in transformative teaching, research-practice partnerships, policy development and service will prosper.

Our [Academic Success Goals](#) (ASG) were established in May 2020 to support [President Garimella's strategic areas of impact](#), and reflect priorities in Teaching and Learning, Knowledge Creation, and Engagement. We have established metrics to measure progress on each goal and update them annually. You can review our progress on the [ASG dashboard](#). We have had several meetings already this semester to celebrate our success in areas where we are on target and to develop plans to double-down on lagging metrics. COVID interrupted our progress in some areas, which is not an excuse, but does provide context for several goals such as offering service-learning courses which was not possible because of pandemic restrictions. It's also important to note that our progress will benefit from a number of initiatives that have been implemented since the ASGs were established, including: our new university-wide professional advising system and our commitment to its continuous improvement and

professional advisor training; our data-based DEI Strategic Action Plans and the work that they will guide in the academic units; the University Diversity Council that will help us create a more inclusive climate; Vice Provost for Faculty Affairs Jane Okech's programming centered on faculty development and retention, and focused faculty recruitment strategies. As important as progress is, equally important is our shared commitment to these goals that guide priorities, plans, and decisions across campus and our commitment to holding ourselves accountable to them.

Timely Campus Issues

Intergroup Dialogue

ASG 1.5

Like our broader society, our campus community could benefit from proactive opportunities to engage productively around difficult issues. To that end, the division of Diversity, Equity, and Inclusion (DEI) has partnered with the College of Arts and Sciences (CAS) to establish an Intergroup Dialogue (IGD) program at UVM. The dialogic principles of Intergroup Dialogue are used to facilitate conversations between groups with different identities and promotes conversation around controversial issues. It emphasizes introspection and self-awareness and builds interpersonal skills. Its focus is dialogue, not debate; the goal is engagement with a critical lens, but not critique. We are using a scaffolded approach to bring IGD to campus and our efforts will include faculty, staff, and students. To create a culture of facilitation and facilitators at UVM, we need to address three areas: (1) curricular – which will include a class to engage students in IGD and a class to develop peer facilitators in IGD; (2) co-curricular – which involves out-of-classroom dialogue opportunities in the Learning Communities and beyond; and (3) pedagogical – our Center for Teaching and Learning (CTL) is developing programs to provide faculty with the skills necessary to navigate difficult classroom discussions and environments. We'll begin by offering the courses for our students, with an eye for an eventual minor or certificate. These skills are also essential to success in the workplace so Professional and Continuing Education (PACE) is considering ways in which IGD at UVM can support working professionals.

Sexual Violence Prevention

The Spring 2023 semester will see continued expansion of infrastructure, resources, and training to support sexual violence prevention at UVM. Here are several important examples of this work:

- The College of Nursing and Health Sciences continues its **search for a clinical assistant professor** to build out sexual violence prevention education in the academic context; finalist interviews for this national search are occurring this spring.
- The national group **Men Can Stop Rape** will partner with Athletics to meet with the department's coaches, staff, and students to examine approaches to sexual violence prevention.
- A website will be launched as a **centralized source of information about sexual violence policy**, prevention, and response efforts. Information will be presented thoughtfully to ensure that users find the website useful.
- **Training continues.** Club sports "signers" and Residential Life RAs are a focal point for training on consent, sexual health, and bystander education, given their interface with large numbers of students (approximately 6,400). Online training for students also continues, with sophomores and juniors receiving training this semester on bystander intervention and healthy relationships; January starts are doing new student training modules.
- For **Sexual Violence Awareness Month** (April), interdisciplinary conversations are planned about topics related to sexual violence.

- Our Sexual Violence Prevention Council is looking at **situational solutions to sexual violence** prevention, based on the SPACE Toolkit developed by the authors of *Sexual Citizens*. This stems from the fact that geography/location is relevant in sexual violence trends.

Engagement with the Jewish Community

ASG 1.5

Over the course of the fall semester, I met with several faculty experts in Jewish Studies, Holocaust Studies and Middle East Studies as well as other faculty who identify as Jewish. Their insights and perspectives have been very helpful in understanding the complexity of the issues all campuses are facing as faculty educate students to explore religion, culture, history, politics, geography, language, etc. We offer robust minors in each of these areas for our students. Our faculty are committed to respectful dialogue in the classroom and support students in their exploration of new knowledge and greater understanding of the historical issues underpinning Judaism, the Israeli-Palestinian conflict, and the importance of faith traditions and practices in different religions. The Miller Center for Holocaust Studies promotes scholarship, education, and public awareness of the events that brought about, constitute, and continue to issue from the Holocaust. The Miller Center sponsors the annual Raul Hilberg Memorial Lecture and the Miller Symposium, important intellectual forums for leading scholars from around the world.

I also have continued meeting with students who identify as Jewish and with leaders from the Student Government Association (SGA) who wish to improve student understanding of bias across marginalized groups and how we might be responsive to student needs for support. Along with our Vice Provost for Diversity, Equity and Inclusion, Dr. Amer Ahmed, we have continued meeting with community rabbis and are planning additional programming across religious sects this spring through our Interfaith Center. Ultimately, we will continue to work with campus and community leaders to further our work in creating and sustaining a safe and healthy environment that recognizes the experiences of all UVM students with marginalized identities to live, study, and work in an environment that honors our mutual commitment to [Our Common Ground](#) values.

Engagement with Tribal Community

ASG 1.5

Communication with the Abenaki Chiefs and Commissioners continues in an effort to better understand their experiences with the University, to increase our collaboration and to support the sense of belonging and academic success of UVM students with Indigenous backgrounds. I, along with Dr. Amer Ahmed and Dr. Sherwood Smith from our Division of Diversity, Equity, and Inclusion, and Dean Bill Falls from the College of Arts and Sciences, are attending the February 8, 2023, meeting of the Commission on Native American Affairs.

Teaching and Learning

Curriculum Curation

ASG 1.1

The more focused curation of our degree offerings that began in academic year 2021-2022 has continued on an annual basis to ensure that we are providing our students with an array of properly resourced programs that can maintain strong enrollments and foster the vitality necessary to achieve a high-quality academic experience. The regular and systematic review of low enrollment/low completion (LE/LC) programs is essential to aligning our resources with our priorities and supporting the institution's long-term sustainability.

The deans have completed the 2022-2023 assessment with their program directors and chairs. I am in discussion with the deans about ways to support newer programs and build their enrollment and to consider next steps for those programs that do not meet the expected enrollment and graduation criteria. Related curricular actions may come before the Board in May or October 2023. At your February meeting, you will be asked to approve the uncontested terminations of the European Studies, Russian and Eastern European Studies, and Latin American and Caribbean Studies majors (resulting from prior assessments). These low enrolled majors will become concentrations within the popular Global Studies major. This will allow students to combine their existing interests in broad global processes and developments with a focus in a region through a concentration.

Institute for Agroecology

ASG 2.2, 3.1

At your meeting, you will be asked to approve the creation of the university-wide Institute for Agroecology (IFA). The IFA will be based in the Office of the Vice President for Research (OVPR) and the Office of Engagement (OOE). It will seek to serve the entire UVM community, as well as engage the wider public. The IFA is an ambitious response to the growing calls to transform the world's food systems in the pursuit of equity, sustainability, and wellbeing. The institute will allow UVM to crystalize its research, learning, and extension on agroecology, equity in food systems, and food systems transformations. It will emphasize campus-community partnerships, lead signature programs and provide resources and support for aligned projects. All of this will add capacity to existing initiatives and facilitate processes that will contribute toward, leverage, and expand UVM's land-grant mission. Through the strengthening of its wide-ranging global networks and programs, the institute will also boost UVM's international reputation for cutting-edge transdisciplinary and participatory research.

School of World Languages and Cultures

ASG 1.1

You will also be asked to approve the creation of a School of World Languages and Cultures (SWLC) in the College of Arts and Sciences. The mission of SWLC is to prepare students to engage with a diverse, globalizing, and ever-changing world. Students will learn to speak and understand foreign languages, study how languages are learned and can explore how to teach languages to non-native speakers. They will also become knowledgeable about and sensitive to cultural differences through exposure to the perspectives of people who speak other languages and will be able to critically reflect on their own cultural practices. Research by faculty in the school will focus on language, literature, and linguistics to show how language is intertwined with all facets of life.

The specific goals of the School of World Languages and Cultures are to:

- Raise the visibility of language study on campus, in CAS, among students, and in the community,
- Advocate for the languages in a more coordinated way, whether in cross-college initiatives, with prospective students, or in connecting students to careers,
- Widen research and pedagogical networks and conversations beyond the boundaries of individual small departments,
- Streamline administrative loads so that some common tasks can be centralized with the director, thereby reducing administrative burdens on small departments,
- Recruit more students interested in studying languages, and
- Strengthen existing learning areas, certificates, majors, and minors.

The process to establish the school was comprehensive and inclusive: for the past two years, a group of language chairs and faculty have been working on the idea of creating a SWLC to unite the various language departments within CAS into a more coherent body. Modeled after other universities which have created similar structures, the school will include the creation of programs in Asian Languages and Literatures; Classics; French and Italian; German, Russian, and Hebrew; Linguistics; and Spanish which will be internal units within the SWLC allowing these disciplines to maintain their unique identities and visibility. The existing stand-alone departments of Asian Languages and Literatures, Classics, German and Russian, and Romance Languages and Cultures will be eliminated.

Both the Institute for Agroecology and the School of World Languages and Cultures will play important roles in our efforts to increase the visibility and impact of our international activities and opportunities.

Global Opportunities

The Art and Science Group recommended our robust engagement with prospective students around the range of global opportunities available at UVM. At our last meeting, Vice Provost for Academic Affairs and Student Success Jennifer Dickinson described the array of global opportunities available to our students (Global Trek, student clubs, travel study, internships, service learning, study abroad, etc.). We are working on ways to more clearly articulate and encourage participation in these globally-focused activities. Two specific initiatives are highlighted here: Global Trek (GT) and UVM Anchor Sites (AS) abroad.

Global Trek

ASG 1.1, 1.2

In December, we hired a Global Experiences Coordinator and plans for Global Trek have moved into high gear. Faculty members will lead GT trips for our newest students before orientation each August and are helping identify GT experiences that will emphasize intercultural and global competencies, and will allow students to meet other incoming students, meet faculty and staff, and engage with topics related to their residential life Learning Community.

UVM Anchor Sites

ASG 1.1

UVM Anchor Sites provide study abroad opportunities at select international universities with whom the University of Vermont has partnered, and where the University coordinates many of the academic, administrative, and financial components of the study abroad experience. Students who study abroad through a UVM Anchor Site rather than an external program maintain their federal and UVM financial aid, participate with a cohort of UVM students which benefits students with limited travel experience who might not study abroad independently, and take courses that have been reviewed and pre-approved for transfer credit upon their return to UVM. Our first anchor site was in Galway, Ireland. The second site was established in Auckland, New Zealand. We are exploring the launch of the third site in Cape Town, South Africa in Fall 2024, and hope to have a site in South Korea in 2024 as well.

Innovation and Entrepreneurship

Academic Research Commercialization Program

ASG 2.1

The Art and Science Group also recommended that we enhance our campus culture of innovation and entrepreneurship (I&E) and create experiences for students to collaborate with faculty and alumni

entrepreneurial collaborations. We've had an early win that's so impressive I wanted to share it with you. The Academic Research Commercialization program (ARC) connects UVM innovators with entrepreneurial students who help with everything from finding funding to producing and marketing their product. Skylar Bagdon '22 a co-founder of the ARC program worked with Professor Randy Headrick's start-up company, [Verde Technologies](#), while he was a senior at UVM and was appointed Verde's CEO when he graduated.

Verde has received recognition on a national (and even global) scale. They have been invited to partner and collaborate with top research groups and companies in the world, they are expanding their team with top-tier talent and gearing up for rapid expansion and substantial fundraising in 2023. They currently have over \$2.3 million in pending non-dilutive grant applications submitted (awaiting decisions) and have begun taking in capital from investors and plan to raise \$3 million in private investment in 2023. Among their accomplishments:

- Raising a \$200k private investment from the Vermont Center for Emerging Technologies
- Winning the Cleantech Open Northeast Overall Award and People's Choice Award
- Winning the Cleantech Open Global Runner-Up and Global People's Choice Award
- Submitting an invited application for a \$1.2 million US Department of Education (DOE) manufacturing grant (decision pending)
- Submitting a joint \$9 million DOE grant with MIT, Princeton, UCSD, First Solar, and CubicPV after being invited to join the application (decision pending)
- Applying for Bill Gates's Breakthrough Energy Fellows Program (they were invited out of cycle to apply for this program which provides substantial non-dilutive funding, and support for groundbreaking renewable energy technologies)
- Being nominated for Emerging Company of the Year by the Northeast Clean Energy Council

Grossman School of Business - Schlesinger Global Family Enterprise Case Competition

ASG 1.1, 2.1

The tenth annual Grossman School of Business - Schlesinger Global Family Enterprise Case Competition was held on campus in mid-January. The competition focuses on the challenges and opportunities unique to family entrepreneurs. This year's competition brought more than two hundred people to campus (coaches, judges, participants, UVM student organizers), including nineteen teams from four continents.

Wellness

Week of Kindness

The Student Government Association hosted its inaugural Week of Kindness in October. Activities included 'Build Your Own Bouquet,' 'Cupcakes for Catamounts,' writing letters of gratitude, chair massages, and perhaps the biggest hit: visiting a baby cow courtesy of our [CREAM Program](#). The week garnered widespread praise. "I was stunned at how surprised people were by small acts of kindness. There obviously is a need to further cultivate a culture of kindness on campus and we are excited to help continue to do so," reported SGA President Maddie Henson. The SGA will host a spring semester Week of Kindness March 6-10 with even more activities.

Enhancing Emergency Preparedness

The quick response that saved Buffalo Bills player Damar Hamlin's life has reinforced the importance of emergency equipment and training. My office is partnering with our Office of Emergency Management (OEM) to purchase and install additional Automatic External Defibrillators (AED) on

central campus. OEM will be working with the College of Nursing and Health Sciences and our student-run ambulance service (Rescue), as well as public health interns to provide low or no cost CPR and AED training to members of our community. OEM is also planning to train our students to provide Stop the Bleed training which can be life-saving in cases of accidents or other emergency situations. If you'd like to enhance your own preparedness, watch this [three-minute video](#); knowing how to use an AED can save a life.

Osher Center for Integrative Health at UVM

In June, we [announced](#) the generous \$5.5 million grant from the Bernard Osher Foundation for the establishment of an Osher Center for Integrative Health at UVM, which was formally approved last October. It was a busy first semester for the Osher Center. They have settled into their new space at 184 South Prospect Street, have hired their administrative team, developed a charter for their leadership team, and identified and named 80 affiliates across the university and UVM Health Network. Deepening its integration with our campus, the center has formally affiliated with UVM Employee Wellness and the End-of-Life Doula Program in Professional and Continuing Education. Creation of the Osher Center has generated a great deal of interest in the university and has drawn the attention of a number of philanthropic interests; since its establishment, the center has brought in \$785K in philanthropic funds.

Catamount Pride and Community Spirit

You may notice our academic leadership team decked out in green and gold at our meeting. To start 2023 off on a positive note, I've invited our entire community to show their Catamount pride by wearing their favorite Catamount gear on Fridays. This is a simple way we can build school spirit and connection as OneUVM.

Be well, Catamounts!

Curricular Affairs Committee of the Faculty Senate

Report of the Curricular Affairs Committee of the Faculty Senate

February 10, 2023

**Board of Trustees
Educational Policy and Institutional Resources**

Prepared By

Colby Kervick and Stephen Everse, Co-Chairs of the Curricular Affairs Committee

Reviews of Proposals to Initiate, Alter or Terminate an Academic Program

Completed Review (three):

› **Approval of a proposal from the College of Arts and Sciences for a no-contest termination of the Russian and East European Studies Major**

The CAC unanimously approved a proposal to terminate the B.A. in Russian and East European Studies (REES) in the College of Arts and Sciences (CAS) due to low enrollment. This proposal was also approved by the Faculty Senate on 1/30/2023. The REES major has had an average of 1.8 students enrolled at any one time over the past five years. Specifically, the breakdown of students with a REES major, per year, is as follows:

- 2021-22 4 students
- 2020-21 4 students
- 2019-20 0 students
- 2018-19 1 student
- 2017-18 0 students

Not surprisingly, those low numbers have produced few graduates: specifically, there have been no graduates from the program, at all, in the last five years. Thus, there is little demand for the major at the present time.

The decline in interest in the program is in part due to the paucity of courses. With the retirement of Kevin McKenna (Russian language), Denise Youngblood (Russian history), and Shirley Gideon (Economics), there are far fewer faculty members teaching in the program now than there were in earlier years. In addition, J Dickinson (Anthropology) is no longer able to regularly teach about Eastern Europe due to her administrative roles. That leaves only three faculty member who regularly teach courses on the region: Michele Commercio (Political Science), Jon

Huener (History), and Kat Scollins (Russian). There is simply no way to sustain a major with the few courses that those faculty offer in English. However, the minor in Russian and East European Studies will remain an option for students. Also, students can consider pursuing a major in Russian or the Individually Designed Major in CAS.

Despite the lack of interest in the major, there is strong interest in what few courses there are in relating to the region. The termination of the REES major has no effect on faculty or staff positions. Nor will it have any effect on the remaining courses which currently count for the major in HST, POLS and WLIT; those have been popular across a range of majors and minors, and the proposers anticipate that popularity continuing. Terminating the REES major may also funnel some students towards the Russian major, which allows students to combine advanced language study with some related English-language coursework on the region.

The unanimous faculty vote for no-contest termination in CAS occurred on 10/18/2022 and the proposal is supported by the CAS curriculum committee, the department chair and Dean.

If approved by the Board of Trustees, the changes will be implemented starting Fall 2023.

› **Approval of a proposal from the College of Arts and Sciences for a no-contest termination of the Latin and Caribbean Studies Major**

The CAC unanimously approved a proposal to terminate the B.A. in Latin American and Caribbean Studies (LACS) in the College of Arts and Sciences (CAS) due to low enrollment, and related curricular changes in a substantial revision of the major and minor in Global Studies which would include a new regional concentration in LACS. This proposal was also approved by the Faculty Senate on 1/30/2023. Terminating the LACS major, while simultaneously allowing students to pursue LACS as a concentration within Global Studies, allows core courses to serve other majors and programs, while still maintaining a pathway for those who would like to explore the region in depth.

The LACS major has had an average of 3 students enrolled at any one time over the past five years. Specifically, the breakdown of students with a LACS major, per year, is as follows:

- 2021-22 5 students
- 2020-21 5 students
- 2019-20 2 students
- 2018-19 1 student
- 2017-18 3 students

Not surprisingly, those low numbers have produced few graduates: a little over one student on average a year during the same period. There is little demand for the major at the present time. There is, by contrast, strong interest in the courses focusing on the region. Students majoring in History, Political Science, Spanish, Global Studies and other areas continue to fill those

courses, demonstrating their broad appeal. It is just that students do not combine those separate courses into a LACS major.

The termination of the LACS major will have no effect on faculty or staff positions. Nor will it have any effect on the core courses which currently count for the major; those have been popular across a range of majors and minors, and the proposers anticipate that popularity continuing. The proposers hope that by creating a regional studies concentration within the already popular Global Studies major and minor, that students will be able to combine their existing interests in broad global processes and developments, with a particular focus on the region of Latin America and the Caribbean.

Terminating the LACS, while simultaneously allowing students to pursue LACS as a concentration within Global Studies, allows core courses to serve other majors and programs, while still maintaining a pathway for those who would like to explore the region in depth. The unanimous faculty vote for no-contest termination in CAS occurred on 10/18/2022 and the proposal is supported by the CAS curriculum committee, the department chair and Dean.

If approved by the Board of Trustees, the changes will be implemented starting Fall 2023.

› **Approval of a proposal from the College of Arts and Sciences for a no-contest termination of the B.A. in European Studies**

The CAC unanimously approved a proposal to terminate the B.A. in European Studies (ES) in the College of Arts and Sciences (CAS) due to low enrollment, and related curricular changes in a substantial revision of the major and minor in Global Studies which would include a new regional concentration in European Studies. This proposal was also approved by the Faculty Senate on 1/30/2023. The ES major has had an average of 2.6 students enrolled at any one time over the past five years. Specifically, the breakdown of students with an ES major, per year, is as follows:

- 2021-22 1 students
- 2020-21 3 students
- 2019-20 2 students
- 2018-19 4 students
- 2017-18 3 students

The low numbers have produced few graduates: a little over one student on average a year during the same period. Graduation figures over the last five years for the major range from 0-1 students. While there is low demand for the major, there is strong interest in the courses focusing on the region. Students majoring in Classics, French, German, Global Studies, History, Political Science, Spanish, and other areas continue to fill courses exploring the culture, history, and impact of Europe, demonstrating the broad appeal of this coursework. It is just that students do not combine those separate courses into an ES major.

The termination of the ES major will have no effect on faculty or staff positions. Nor will it have any effect on the myriad of courses which currently count for the major; those are generally popular across a range of majors and minors, and that popularity is anticipated to continue. The proposer's hope is that by creating a regional studies concentration within the already popular Global Studies major and minor, that students will be able to combine their existing interests in broad global processes and developments, with a particular focus on the region of Europe. Terminating the ES major, while simultaneously allowing students to pursue ES as a concentration within Global Studies, allows core courses to serve other majors and programs, while still maintaining a pathway for those who would like to explore the region in depth. The unanimous faculty vote for no-contest termination in CAS occurred on 10/18/2022 and the proposal is supported by the CAS curriculum committee, the department chair and Dean.

If approved by the Board of Trustees, the changes will be implemented starting Fall 2023.

Academic Program Reviews

Completed Reviews:

- Social Work

Reviews in Progress:

- Gender, Sexuality and Women's Studies
- Mathematics & Statistics
- Engineering graduate programs
- Pharmacology

Other Academic Actions

- *Completed Actions – The CAC recently:*
 - Approved a request from the College of Arts and Sciences for a substantial revision of the Global Studies major and minor to include three regional concentrations in European Studies, Asian Studies and Latin American and Caribbean Studies
 - Approved a request from the College of Engineering and Mathematical Sciences for a change in prefix from CE (Civil Engineering) to CEE (Civil and Environmental Engineering)
 - Approved a request from the College of Arts and Sciences for a no-contest deactivation of the Gerontology minor
 - Approved a request from the College of Arts and Sciences for a no-contest deactivation of the MA in German
 - Approved a request from the College of Arts and Sciences for a substantial revision to the Linguistics Major.
 - Approved a request from the College of Arts and Sciences for a substantial revision to the Chinese Major
 - Approved a request from the College of Arts and Sciences for substantial revision to the Japanese Major
 - Approved a request from the College of Arts and Sciences for a substantial revision to the Sociology Major
 - Approved a request from the College of Arts and Sciences for a substantial revision to the Biology Major

- *Ongoing Work – The CAC is actively:*
 - Continuing to promote communication between unit-level curriculum committees and the Curricular Affairs Committee as well as among the unit-level curriculum committees. Throughout the fall semester unit curricular chairs were focused on supporting course renumbering and alignment of programs to the new catamount core requirements. At the CAC level we are also engaging in conversations with our committee about understanding some of the curricular implications of the renumbering process. This fall we invited Dr. Jill Irvine from PACE to present to our committee about current goals and initiatives within PACE. We also invited Dr. Alex Yin from the Office of Institutional Research to share with our committee how units can utilize the catamount dashboard to gather information to inform curricular changes and support the APR process. This fall we formed a sub-committee within the CAC to explore the possibility of establishing cross-unit co-majors at UVM which would be distinguished from dual degree options currently available to students. The subcommittee will be presenting what they have learned to our full committee February 2nd. We continue to collaborate with the Provost's Office to carry out Academic Program Reviews (APRs). A new APR schedule for the next 8 year cycle is forthcoming.

EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES COMMITTEE

February 10, 2023

Resolution to establish a School of World Languages and Cultures in the College of Arts and Sciences

WHEREAS, the School of Languages and World Cultures in the College of Arts and Sciences will unite the language departments into a more coherent body; raise the visibility of language study on campus through common programming; support the recruitment of more students interested in studying languages and strengthen existing majors and minors; increase opportunities for collaboration; and widen research and pedagogical networks and conversations beyond the boundaries of individual departments; and

WHEREAS, the proposal for the School of World Languages and Cultures in the College of Arts and Sciences has been reviewed and endorsed by the faculty the Department of Asian Languages and Literatures, the Department of Classics, the Department of German and Russian, and the Department of Romance Languages and Cultures; the faculty of the College of Arts and Sciences; the Dean of the College of Arts and Sciences; the Faculty Senate; Provost Patricia Prelock and President Garimella; and

WHEREAS, the Programs of Asian Languages and Literatures; Classics; French and Italian; German, Russian, and Hebrew; Linguistics; and Spanish will be created as internal units within the School of World Languages and Cultures to maintain their unique identities and visibility, and the existing stand-alone Department of Asian Languages and Literatures, Department of Classics, Department of German and Russian, and the Department of Romance Languages and Cultures will be eliminated;

BE IT RESOLVED that the Board of Trustees approves the establishment of a School of World Languages and Cultures within the College of Arts and Sciences effective July 1, 2023.

Resolution approving the establishment of an Institute for Agroecology

WHEREAS, in 2021 the Office of the Vice President for Research (OVPR) sought to identify transformative research ideas at the University of Vermont and an Agroecology proposal emerged as a transformative research idea; and

WHEREAS, over the last two years the project leaders have socialized the idea of the Institute for Agroecology (IFA) within the UVM community, gathered strong momentum, secured funds, established a leadership team, and engaged in programs both nationally and internationally, and developed a proposal to establish a university-wide Institute; and

WHEREAS, the IFA's mission to use participatory, holistic, and equity-focused approaches to support just transformations in food systems aligns with the University of Vermont's land-grant mission; and

WHEREAS, the Institute for Agroecology builds on the foundation of the UVM Agroecology and Livelihoods Collaborative, a community of practice that has been recognized internationally for its work; and

WHEREAS the Institute will allow UVM to leverage and crystalize its research, learning, and extension on agroecology, equity in food systems and food systems transformations; and

WHEREAS, the Faculty Senate; Provost Prelock; and President Garimella have endorsed the creation of the IFA;

BE IT RESOLVED, that the Board of Trustees approves the establishment of an Institute for Agroecology at the University of Vermont.

Resolution approving the termination of the B.A. in European Studies in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the termination of the B.A. in European Studies in the College of Arts & Sciences, as approved and advanced by the Provost on January 30, 2023 and President on February 1, 2023.

Resolution approving the termination of the B.A. in Russian and Eastern European Studies in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the termination of the B.A. in Russian and Eastern European Studies in the College of Arts & Sciences, as approved and advanced by the Provost on January 30, 2023 and President on February 1, 2023.

Resolution approving the termination of the B.A. in Latin American and Caribbean Studies in the College of Arts & Sciences

BE IT RESOLVED, that the Board of Trustees approves the termination of the B.A. in Latin American and Caribbean Studies in the College of Arts & Sciences, as approved and advanced by the Provost on January 30, 2023 and President on February 1, 2023.

Resolution Reaffirming Equal Opportunity Policy Statements¹

BE IT RESOLVED, that the Board of Trustees reaffirms the Equal Opportunity in Educational Programs and Activities and Non-Harassment Policy Statement with no changes, attached here as Appendix A; and

¹ The following housekeeping updates were made: separated out Title IX Coordinator position from AAEO Director position and responsible official and policy numbers updated to reflect transition of Human Resources from the Vice President for Finance and Administration to the Chief Human Resource Officer.

BE IT FURTHER RESOLVED, that the Board of Trustees reaffirms the Equal Employment Opportunity/Affirmative Action Policy Statement with no changes, attached here as Appendix B, both effective as of February 4, 2017.



The University of Vermont

OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES



POLICY

Title: Equal Employment Opportunity/Affirmative Action Policy Statement

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity and to a program of affirmative action in order to fulfill that policy. The President of the University fully supports the University's equal employment opportunity policy and the University's affirmative action program.

The University will accordingly recruit, hire, train, and promote persons in all positions and ensure that all other personnel actions are administered without regard to unlawful criteria including race, color, religion, ancestry, national origin, place of birth, sex, sexual orientation, disability, age, positive HIV-related blood test results, genetic information, gender identity or expression, or status as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, or Armed Forces service medal veteran (collectively "protected veterans"), or crime victim status, as these terms are defined under applicable law, or any other factor or characteristic protected by law, and ensure that all employment decisions are based only on valid job requirements.

In addition, the University of Vermont recognizes that discriminatory harassment and sexual harassment are forms of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment and sexual harassment will not be tolerated. The University also prohibits unlawful harassment on the basis of other characteristics protected by law.

Further, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or retaliation because they have engaged in or may engage in the following: filing a complaint or assisting or participating in an investigation regarding alleged discrimination or harassment as prohibited in the policy statement above; filing a complaint or assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Rehabilitation Act"), or the Affirmative Action provisions of any other federal, state or local law; opposing any act or practice made unlawful by VEVRAA or any other federal, state, or local law requiring equal employment opportunities for individuals with disabilities or protected veterans; or exercising any other rights protected by VEVRAA or the Rehabilitation Act. Additionally, the University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

The University of Vermont maintains an audit and reporting system that: measures the effectiveness of the University's affirmative action program; indicates any need for remedial action; determines the degree to which the University's objectives have been attained; measures the University's compliance with its

affirmative action obligations; and determines whether individuals with disabilities and veterans have had the opportunity to participate in all University sponsored educational, training, recreational and social activities.

Sources: Titles VI and VII of the Civil Rights Act of 1964; the Immigration Reform and Control Act of 1986; Title IX of the Education Amendments of 1972; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974; Executive Order 11246; the Genetic Information Nondiscrimination Act of 2008; and the Vermont Fair Employment Practices Act, all as amended; and such other federal, state and local non-discrimination laws as may apply.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior policy statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University’s intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

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:
Director, Office of Affirmative Action and Equal Opportunity	Nick Stanton 428 Waterman Building (802) 656-3368
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Affirmative Action and Equal Opportunity	Emily McCarthy 428 Waterman Building (802) 656-3368
Questions about disability related issues	
ADA/Section 504 Coordinator Office of Affirmative Action and Equal Opportunity	Amber Fulcher 428 Waterman Building (802) 656-0945
Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of such agencies may be obtained from the Office of Affirmative Action and Equal Employment Opportunity.	
The University has developed an Affirmative Action Plan. The portions of the plan required for disclosure are available for inspection during normal business hours; contact the University’s Public Records Officer at (802) 656-8937.	

Related Documents/Policies

- [Accessibility Policy](#)
- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Opportunity in Educational Programs and Activities and Non-Harassment](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints](#)

Regulatory References/Citations

- Titles VI and VII of the Civil Rights Act of 1964
- Immigration Reform and Control Act of 1986
- Title IX of the Education Amendments of 1972
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967
- Age Discrimination Act of 1975
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Section 402 of the Vietnam-Era Veterans Readjustment Assistance Act of 1974
- Executive Order 11246
- Genetic Information Nondiscrimination Act of 2008
- Vermont Fair Employment Practices Act

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.3.11	Effective Date:	February 4, 2017
Revision History:	<ul style="list-style-type: none"> • V. 7.0.1.1 effective April 7, 2006 • V. 7.0.1.2 effective September 5, 2008 • V. 7.0.1.3 effective April 13, 2009 • V. 7.0.1.4 effective March 8, 2010 • V. 7.0.1.5 effective May 22, 2011 • V. 7.0.1.6 effective May 19, 2012 • V. 7.3.7/V. 7.0.1.7 effective February 9, 2013 • V. 7.3.8 effective February 8, 2014 • V. 7.3.9 effective February 7, 2015 • V. 7.3.10 effective February 6, 2016 • V. 7.3.11/V. 4.23.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018, March 6, 2019 • Reaffirmed by the President February 3, 2020, February 9, 2021, March 7, 2022 and the Chair of the Board of Trustees January 30, 2020, February 8, 2021, March 10, 2022 • Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs and Vice President for Finance and Administration on May 1, 2020 • Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022 		

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**OFFICE OF COMPLIANCE SERVICES
UVM.EDU/POLICIES**



POLICY

Title: Equal Opportunity in Educational Programs and Activities and Non-Harassment

Policy Statement

The University of Vermont and State Agricultural College is committed to a policy of equal educational opportunity. The University therefore prohibits discrimination on the basis of unlawful criteria such as race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University. The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited. Sources: Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vermont Public Accommodations Act; and such other federal, state, and local non-discrimination laws as may apply.

Note: This Statement of Policy is the official University of Vermont Equal Educational Opportunity Policy Statement and supersedes all prior statements regarding its subject matter. It may be modified only by written statement issued by the President as Chief Executive Officer of the University or by formal action by the University of Vermont and State Agricultural College Board of Trustees. This Policy Statement is designed to express the University's intent and commitment to comply with the requirements of federal, state, and local non-discrimination laws. It shall be applied co-extensively with those non-discrimination laws and shall not be interpreted as creating any rights, contractual or otherwise, that are greater than exist under those laws.

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:
Questions regarding this policy statement or compliance with its provisions may be directed to:	
Dean of Students	41-43 South Prospect Street Burlington, VT 05405 (802) 656-3380
Or	
Director, Office of Affirmative Action and Equal Opportunity	Nick Stanton 428 Waterman Building Burlington VT, 05405 (802) 656-3368

Questions may also be directed to government agencies having oversight and enforcement authority with respect to the referenced laws. A complete listing of those agencies may be obtained from the Office of Affirmative Action and Equal Opportunity.	
Questions about policies related to Title IX, including sex discrimination, sexual harassment, and all forms of sexual violence	
Title IX Coordinator Office of Affirmative Action and Equal Opportunity	Emily McCarthy 428 Waterman Building Burlington VT, 05405 (802) 656-3368
Questions about disability related issues	
Student Accessibility Services	Sharon Mone A-170, Living/Learning Center 633 Main Street Burlington VT, 05405 (802) 656-4075
ADA/Section 504 Coordinator Office of Affirmative Action and Equal Opportunity	Amber Fulcher 428 Waterman Building Burlington VT, 05405 (802) 656-0945

Related Documents/Policies

- [Discrimination, Harassment, and Sexual Misconduct Policy](#)
- [Equal Employment Opportunity/Affirmative Action Policy Statement](#)
- [Handling and Resolving Discrimination, Harassment, and Sexual Misconduct Complaints Procedure](#)

Regulatory References/Citations

- Age Discrimination Act of 1975
- Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Vermont Public Accommodations Act
- Vermont Statutes at Title 16, section 11(a)(26)

About This Policy

Responsible Official:	Chief Human Resource Officer	Approval Authority:	President and the Chair of the Board of Trustees
Policy Number:	V. 7.4.11	Effective Date:	February 4, 2017
Revision History:	<ul style="list-style-type: none"> • V. 7.0.5.1 effective April 7, 2006 • V. 7.0.5.2 effective September 5, 2008 • V. 7.0.5.3 effective April 13, 2009 • V. 7.0.5.4 effective March 8, 2010 • V. 7.0.5.5 effective May 22, 2011 • V. 7.0.5.6 effective May 19, 2012 • V. 7.4.7/V. 7.0.5.7 effective February 9, 2013 		

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| <ul style="list-style-type: none">• V. 7.4.8 effective February 8, 2014• V. 7.4.9 effective February 7, 2015• V. 7.4.10 effective February 6, 2016• V. 7.4.11 Reaffirmed as revised by the President and the Chair of the Board of Trustees: February 3, 2018 and March 6, 2019• V. 7.4.11/V. 4.24.11 Reaffirmed by the President February 3, 2020, February 9, 2021, April 4, 2022 and the Chair of the Board of Trustees January 30, 202, February 8, 2021, April 5, 2022• Responsible official officially changed from the Vice President for Human Resources, Diversity and Multicultural Affairs to the Vice President for Finance and Administration on May 1, 2020• Responsible official officially changed from the Vice President for Finance and Administration to the Chief Human Resource Officer October 3, 2022 |
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