

**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 26, 2018 at 2:00 p.m., in the Livak Ballroom, 417-419 Dudley H. Davis Center.

MEMBERS PRESENT: Chair Donna Sweaney, Vice Chair Carolyn Dwyer, Briar Alpert, Otto Berkes, Frank Cioffi*, Jodi Goldstein, Sidney Hilker, Curt McCormack, Shap Smith, and Jeff Wilson

OTHER TRUSTEES PRESENT: Board of Trustees Chair David Daigle**

TRUSTEES ABSENT: Cynthia Barnhart, Anne O'Brien, and President Thomas Sullivan

REPRESENTATIVES PRESENT: Faculty Representatives Laura Almstead*** and Chris Burns, Staff Representatives Sarah Heath and Amanda McIntire, Alumni Representative Afi Ahmadi, Foundation Representative Wolfgang Mieder, and Graduate Student Representatives Jessica Bocanegra and Kenna Rewcastle

REPRESENTATIVES ABSENT: Faculty Representative Jan Carney and Student Representative Jamie Benson

PERSONS ALSO PARTICIPATING: Provost and Senior Vice President David Rosowsky, Vice Provost for Student Affairs Annie Stevens, Director of Capital Planning and Management Robert Vaughan, Vice President for University Relations and Administration Tom Gustafson, Director of Athletics Jeff Schulman, Vice President for Human Resources, Diversity and Multicultural Affairs Wanda Heading-Grant, and Senior Advisor for Strategic Diversity Assessment and Research Paul Yoon

*Arrived at 3:22 p.m.

**Departed at 3:00 p.m.

***Arrived at 2:17 p.m.

Chair Donna Sweaney called the meeting to order at 2:09 p.m. and welcomed new member Graduate Student Representative Kenna Rewcastle. A revised meeting agenda, consent agenda (Attachment 2), and a Capital Project Preview of the On-Campus Multipurpose Center were distributed.

Approval of Minutes

The minutes from the May 18, 2018 meeting were presented for approval. A motion was made, seconded and voted to approve the minutes as presented.

Routine and Annual Reports

Chair Donna Sweaney provided an opportunity for Committee members to offer comments and ask questions pertaining to the following written reports pre-distributed in the meeting materials:

- Provost's Report - Referencing the Climate Certificate initiative, the Provost reported that it's been two years since the idea was first launched. Since then, he has put out a call to faculty members who might be interested and received an overwhelming response. The Provost will be hosting a luncheon in the next couple of weeks for interested faculty to move towards a timely solution. The Committee expressed interest in supporting this initiative.
- Annual UVM Foundation Report
- Annual Enrollment Report
- Annual Career Success Action Plan Progress Report - Vice Provost Annie Stevens reported that the Career Center is moving towards career communities versus the traditional one on one counseling, creating a network around students, and developing cohorts of students with similar interests. She reported that this model is increasingly being seen across campuses.
- Capital Projects Progress Report

Capital Projects

Director of Capital Planning and Management Robert Vaughan reviewed a proposal for the McAuley Hall expanded deferred maintenance project. The overall objective of the project is to expand the original requested scope of this project to replace the curtain wall system to also include the replacement of the five different levels of membrane roofing throughout the complex. Additional scope elements would include the replacement of the heating system piping throughout the student rooms, and to complete a full hazardous material abatement of identified asbestos in both the curtain wall and roof surfaces. It is estimated that the renovation scope will cost \$6.1 million, based on the current estimates. It is proposed to utilize existing unrestricted plant funds that currently exist in residential life.

On-Campus Multipurpose Center Project Next Steps

Vice President for University Relations & Administration Tom Gustafson, Director of Athletics Jeff Schulman, and Director of Capital Planning and Management Robert Vaughan referenced their presentation at the morning's session of the Committee of the Whole and entertained questions. The Committee briefly discussed the availability of space for non-athletic use.

Action Items

The following resolutions were presented and an opportunity for discussion was offered:

Resolution Approving Expanded Residential Life Fiscal Year 2019 Deferred Maintenance Project (McAuley Hall)

WHEREAS, the administration today reported on the strategic and operational need for the McAuley Hall Expanded Deferred Maintenance Project and the associated program scope;

THEREFORE, BE IT RESOLVED, that the Committee hereby approves the conceptual scope that the administration presented on this date and refers the Project to the Budget, Finance & Investment Committee for financial review and approval.

Resolution Approving Program Plan for On-Campus Multipurpose Center Project

WHEREAS, the administration today reported on the strategic and operational need for the On-Campus Multipurpose Center and the associated program scope;

THEREFORE, BE IT RESOLVED, that the Committee hereby approves the conceptual scope that the administration presented on this date and refers the Project to the Budget, Finance & Investment Committee for financial review and approval.

There being no further discussion, a motion was made, seconded and the Trustees unanimously voted to approve the two resolutions as presented.

Report by the Faculty Senate Curricular Affairs Committee Chair

Faculty Senate Curricular Affairs Committee (CAC) Chair Laura Almstead reported that there were no new program proposals at this time but there may be two or more proposals brought forward at the February meeting. Details of ongoing CAC work are included in the written report included as Report G in the meeting materials.

Annual Diversity Report

- **Inclusive Excellence at UVM: Diversity, Inclusion and Equity**
Vice President for Human Resources, Diversity and Multicultural Affairs Wanda Heading-Grant and Senior Advisor for Strategic Diversity Assessment and Research Paul Yoon provided a comprehensive report on the major institutional diversity initiatives and accomplishments. The report addressed how the staff of UVM's Identity Centers support and engage students for success. The report also highlighted the historical significance of the dedication of the Andrew Harris Commons, the University's revamped onboarding program, and preliminary plans for the administration of a comprehensive Campus Climate Survey. Vice President Heading-Grant outlined three phases of progress:
 - Phase I: The creation of *Inclusive Excellence at UVM: A Framework for Building a More Diverse, Inclusive, and Multiculturally Competent Campus*.
 - Phase II: Colleges and Divisions across the University were required to complete an inventory of diversity related activities and initiatives and to produce a multi-year Inclusive Excellence Action Plan.
 - Phase III: The process of evaluating where each College or Division is in implementing their Inclusive Excellence Action Plan and encouraging all Colleges and Divisions to revise and update them accordingly.

Vice President Heading-Grant then reported on progress in diversity and inclusion training for all faculty, staff, and administration; recruitment and retention of faculty of color and LGBTQIA+ faculty; renovation of D1 and D2 courses and professional development training for instructors; greater clarity on how bias incidents on campus are handled and reported in a timely way; greater clarity on how bias incidents and hate crimes are defined; review of how Identity Centers are funded and the level of funding; and expansion of University-wide education and understanding of the University's history and educational experiences relating to concerns of diversity and inclusion. She also reported on the October 7, 2018 Andrew Harris Commons Dedication Ceremony. Vice President Heading-Grant concluded her report with an update on the revamping of UVM's onboarding process for new employees. The revamped process is intended to engage new employees from the moment they begin interacting with Human Resource Services staff through their first year on campus.

Senior Advisor for Strategic Diversity Assessment and Research Paul Yoon reported on the proposed Campus Climate Survey process which began earlier in the fall. It will be open to the entire University community including all students, faculty, and staff. It is anticipated that the survey will be administered during the spring of 2019 with the process concluding in Fall 2019. Senior Advisor Yoon also reported on UVM's Identity Centers which support students from historically marginalized or underrepresented identities. The directors of the four Identity Centers were then introduced including Bev Colston, Director, Mosaic Center for Students of Color (MCSC); Melissa Murray, Director, Women's Center; Kate Jerman, Director, Prism Center; and Reverend Laura Engelken, Coordinator, Interfaith Center.

Chair Sweaney suggested that the Committee members visit the Centers and that a tour be included during the employee onboarding process.

Academic Excellence Goal #8 Revisited (*Enterprise Risk Management Opportunity #4 Update*)

Provost Rosowsky reminded the members of the Academic Excellence Goals (AEG), which were "established to animate President Sullivan's *Strategic Action Plan* and facilitate University-wide discussion, engagement, and initiatives around Academic Excellence." Graduate College Dean Cindy Forehand presented data on AEG Goal #8: Increase Enrollment in Graduate & Professional Programs. Dean Forehand reported on enrollment trends and strategies for growing graduate enrollment including increase numbers of students in current programs through enhanced recruitment, accelerated master's options, variable tuition, and increase international enrollment; develop new programs that attract new students including online and residential, and focus on professional master's; and increase support for doctoral programs focusing on interdisciplinary. Dean Forehand then reported that ~200 more students (12% increase) are needed by Fall 2020 to achieve the five-year 30% growth target. Although there is a lag time in realizing enrollments for new programs, they are beginning to see results. She added that success in winning new training grants and faculty research grants bodes well.

Provost Rosowsky offered the following as to what's next in growing graduate enrollments:

1. An increase in the offerings of Accelerated Master's Programs (AMP).
2. Growth in graduate certificates.
3. An increase in post baccalaureate programs.

4. Industry funded and federally funded, through grants, training programs and research internships, for example, the Complex Systems and Data Science AMP.
5. Online programs that can reach new audiences beyond Vermont.

Enterprise Risk Management Updates

Vice Provost for Student Affairs Annie Stevens offered brief progress reports on the following portfolio-level risks and opportunities since the Chief Risk Officer's annual Enterprise Risk Management report to the Board last February:

- **Increased Student Health Needs** (*Risk #16*)
Vice Provost Stevens presented data on the challenges, the national context, and the next steps to be taken to address mental and physical health issues. Steps moving forward include leadership that continues to name and addresses the concerns; continued financial support for health resources; centralized, co-located health services; campus collaboration through President's Commission on Alcohol, Cannabis & Other Drugs (PCAOD); and parent and family outreach.
- **Strengthen, Promote, and Assess Residential Learning Communities** (*Opportunity #17*)
Vice Provost Stevens provided context of the Residential Learning Communities in terms of the history, where this initiative is currently, and learning community outcomes, and steps moving forward. As of Fall 2018, 83% of on-campus first-time first-year students are in a learning community. Steps moving forward include refining the one-credit course, adjusting themes/locations to meet student demand, and assessing the impact and quality of the experience.
- **Title IX Sexual Assault** (*Risk #13*)
Vice Provost Stevens addressed the challenges and related risks as well as steps taken. She also discussed the next steps and moving forward. The next steps in mitigating sexual assault include continuous improvement of trainings for all audiences; ensure appropriate response through conduct and related processes; increase services available for immediate response when incident occurs; reduce high-risk alcohol, cannabis, and other drug use; on-going assessment via campus climate survey; and leverage national resources and professional organizations for best practices.

Adjournment

There being no further business, the meeting adjourned at 4:06 p.m.

Respectfully submitted,

Donna Sweaney, Chair