

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

A meeting of the Board of Trustees of the University of Vermont and State Agricultural College was held on Saturday, September 8, 2018, at 9:00 a.m. at the Taconic in Manchester Village, Vermont.

**MEMBERS PRESENT:** Chair David Daigle, Vice Chair Ron Lumbra, Secretary Donna Sweaney, Briar Alpert, David Aronoff, Cynthia Barnhart, John Bartholomew, Otto Berkes, Robert Brennan, Frank Cioffi, Johannah Donovan, Carolyn Dwyer, Jodi Goldstein, Sidney Hilker, Bernard Juskiewicz, Curt McCormack, Don McCree, Ed Pagano, Shap Smith, Tom Sullivan, Tristan Toleno,

**MEMBERS ABSENT:** Caitlin McHugh, Anne O'Brien, Governor Phil Scott and Jeff Wilson

**ALSO PARTICIPATING:** Provost and Senior Vice President David Rosowksy, Vice President for Legal Affairs and General Counsel & Senior Advisor to the President Sharon Reich Paulsen, Vice President for Executive Operations Gary Derr, Witt/Kieffer Consultants: Managing Partner Robin Mamlet, Senior Partner Dennis Barden and Managing Partner Paul Bohne.

Chair David Daigle called the meeting to order at 9:02 a.m.

**Public Comment**

There were no requests for public comment.

**Approval of Previous Meeting Minutes**

A motion was made, seconded, and it was voted to approve the minutes from the May 19, 2018 meeting as presented.

**Renaming Advisory Committee Update**

Committee Chair Ron Lumbra reported that the Renaming Advisory Committee is working towards the goal of providing a recommendation to the Board at the Board's October 2018 meeting regarding the proposal to remove the name of Guy W. Bailey from the main library building on campus. Input from the University Community regarding the proposal has been solicited. To date, just under 40 individuals have provided feedback.

**UVM Presidential Search Process**

Chair Daigle reviewed the process by which appointments to the Presidential Search Committee were made. He reported that over 40 nominations and requests to serve were received and that the final membership of twenty-four is representative of trustees and constituents across campus including faculty, staff, student, alumni and administrative members.

Pursuant to the provisions of the *University Manual*, a faculty panel of members from across campus elected four faculty members to serve on the search committee. The remaining constituency groups forwarded names for consideration and one member from each has been appointed to serve.

Chair Daigle noted that the Committee will be working on a six month timeline with the goal to present finalists to the Board not later than February 2019.

At 9:36 a.m., Chair Daigle called for a brief break.

### **Executive Session**

At 9:49 a.m., Chair Daigle entertained a motion to enter into executive session to consider contracts, premature general public knowledge of which would clearly place the University at a substantial disadvantage, collective bargaining, confidential attorney-client communications, the appointment, employment or review of a public officer and the evaluation of a public officer. He noted that action was anticipated following the session which was expected to last approximately three hours. The motion was made, seconded and approved.

Trustees and Vice Presidents David Rosowsky, Sharon Reich Paulsen and Gary Derr were invited to remain.

Provost Rosowsky departed the meeting at 10:00 a.m. and Witt/Kieffer consultants Robin Mamlet, Dennis Barden and Paul Bohne were invited to join.

President Sullivan was excused at 10:22 a.m.

The Chair called for a brief break at 11:00 a.m.,

At 11:11 a.m. a motion was made to re-enter executive session. The motion was made, seconded and approved. Vice Presidents Reich Paulsen and Derr were excused.

Witt/Kieffer consultants Robin Mamlet, Dennis Barden and Paul Bohne were excused at 11:27 a.m.

The meeting was re-opened to the public at 11:56 p.m.

### **Other Business**

Chair Daigle presented the following resolution for approval:

#### **Resolution Authorizing Negotiations and Settlement of United Academics (Part-Time) Collective Bargaining Agreement**

RESOLVED, that the Board of Trustees authorizes the administration to negotiate and settle a collective bargaining agreement with United Academics relative to the part-time faculty bargaining unit on the material terms reported on this date.

An opportunity for discussion was offered. There being none, a motion was made, seconded and the resolution was unanimously approved as presented.

Chair Daigle presented the following resolution for approval:

**Resolution Approving Appointments to and Charge of the Presidential Search Committee**

WHEREAS, on August 13, 2018, the Executive Committee appointed David Daigle and Ron Lumbra as Co-Chairs of the Search Committee (“the Committee”) for President of the University of Vermont;

BE IT RESOLVED, that the Board of Trustees (“the Board”) hereby appoints the following trustees as members of the Committee: Cynthia Barnhart, Robert Brennan, Bernard Juskiewicz, Ed Pagano, Shapleigh Smith and Tristan Toleno;

BE IT FURTHER RESOLVED, that the Board hereby appoints the following constituent representatives designated as members of the Committee pursuant to the provisions of the *University Manual* governing presidential searches: Faculty members: David Barrington, Meghan Cope, Debra Leonard and Leon Walls; Staff member: Britten Chase; and Student members: Xavier Giddings and Sidney Hilker; and

BE IT FURTHER RESOLVED, that the Board hereby appoints the following as additional committee members: Afi Ahmadi, Kathryn Fox, Ryan Hargraves, Wanda Heading-Grant, Shane Jacobson, Polly Parsons, Cathy Rahill, Diane Seder and Thomas Vogelmann; and

BE IT FINALLY RESOLVED, that the Board approves the charge of the Presidential Search Committee appearing as Appendix A to this document.

An opportunity for discussion was offered. There being none, a motion was made, seconded and the resolution was unanimously approved as presented.

**Adjournment**

There being no further business, the meeting adjourned at 11:58 a.m.

Respectfully submitted,

David A. Daigle, Chair

Appendix A

**Charge to the Presidential Search Committee**

The primary charge of the Presidential Search Committee is: **To provide to the Board of Trustees an unranked recommendation of suitable candidates, with a proposed target date of no later than February, 2019.**

Among the essential duties of the Presidential Search Committee are:

- Soliciting perspectives about the challenges, opportunities, and leadership needs of the University of Vermont.
- Creating a Leadership Statement for the 27<sup>th</sup> President of the University of Vermont as well as all advertisements and other recruitment documents and strategies.
- Developing a recruitment plan that ensures broad national exposure.
- Actively participating in the process of recruiting nominations and applications from a diversity of backgrounds, including women and underrepresented groups.
- Ensuring that candidates receive accurate and thorough information about the University of Vermont at each stage of the process from a wide range of perspectives and viewpoints.
- Assuring compliance with all applicable University policies and procedures, in particular policies related to equal opportunity and affirmative action.
- Selecting and interviewing semifinalists. Overseeing the checking of references of semifinalists.
- Arranging campus visits for finalists and spouses/partners.
- Gathering and considering feedback from members of the University community regarding candidates.
- Communicating regularly with the University Community about the status and progress of the search.
- Maintaining utmost confidentiality at all times with respect to nominees, applicants and candidates as well the Committee's deliberation.