



**Provost's Report**

**May 19, 2023**

**Board of Trustees**

**Educational Policy and Institutional Resources Committee**

**Prepared by**

**Provost and Senior Vice President Patricia A. Prelock**

This academic year we celebrate the 50<sup>th</sup> anniversary of the Environmental Program at the University of Vermont. The Environmental Program was shaped by then President Ed Andrews' charge to develop a program that was "consciously interdisciplinary." UVM's establishment of a university-wide program in the environment distinguished it from all other environmental programs in the country at the time. The Environmental Program has served as a center for innovative environmental thinking and interdisciplinary learning and has provided students with high impact experiential learning opportunities for five decades.

Over the course of these past 50 years, UVM has become known for excellence in many important environmentally focused programs. We are home to a number of undergraduate majors/minors and graduate degrees focused on the environment such as the Sustainable MBA; we host the State Climatologist; we developed the Gund Institute, the Institute for Agroecology, the Rubenstein School, the Food Systems Research Center, the Cooperative Institute for Research to Operations in Hydrology (CIROH), a comprehensive suite of Extension environmental initiatives, we oversee more than 2,300 acres of natural areas, and so much more. We also have developed a [comprehensive sustainability plan](#) that promotes just, equitable sustainability solutions by connecting world class research and academics to university operations.

At our meeting, as part of the Committee of the Whole, we will discuss the breadth and distinctiveness of the university's work in the environment from our robust academic programs that support student success to our distinctive research strengths in building healthy environments and healthy societies and our sustainability plan that helps us fulfill our Land Grant mission.

**Enrollment**

**The Class of 2027**

Enrollment for the class of 2027 is exceedingly strong, and I'm pleased to share the following data with you.

- We received 28,459 applications for Fall 2023, reflecting the second highest number of applications in university history (second only to applications for Fall 2022)

- This is among the most academically qualified classes in university history yielding over 60% of the valedictorians within Vermont and the highest yield rate on Honor's College offers in university history (15%)
- We have a 60% admission rate, tied with last year, and tied for the most selective class in 30 years
- Over 50% of our first-time first-year (FTFY) students hail from outside of New England; this is especially important as we broaden our reach in response to demographic shifts which will be especially challenging in New England
- 45 states and 23 countries are represented
- 16% of new FTFY students identify as BIPOC; this is the most diverse class in university history
- 11% are first-generation, and will be the first in their families to receive a bachelor's degree

This outstanding class is the result of the hard work of many talented people across our campus including our Division of Enrollment Management led by Vice Provost Jay Jacobs, the dean's offices in our colleges and schools, and our student success leaders across campus, all of whom make important contributions to our recruitment and retention efforts.

### **Collaborative Graduate Recruiting Pilot Program**

#### **ASG 1.1<sup>1</sup>**

We have established an ambitious goal of doubling graduate program enrollment in the next three to five years. Included in this goal is enrollment in online programs which supports workforce development, allows us to reach more diverse populations, and increases revenue which strengthens our financial sustainability. This semester we launched the Collaborative Graduate Recruiting Pilot Program to develop and drive highly targeted campaigns aimed at select programs to help us reach our enrollment goal. Together with Enrollment Management, University Marketing will partner with the Graduate College, participating deans' offices, graduate program leadership, and recruiting staff to create a centrally supported marketing, inquiry management, and enrollment pilot program. This newly formed partnership will focus on ten graduate programs: Master of Accountancy, Master of Social Work, the MAT and MEd in Curriculum and Instruction, the MS programs in Civil and Environmental Engineering (Data Analytics for Water Resources), Electrical Engineering, Medical Laboratory Sciences, Medical Science, and Dietetics, Nutrition, and Food Science, and the Occupational Therapy Doctorate. The pilot will run from February 2023 to August 2024 and is the first step in the development of a comprehensive graduate marketing strategy that will establish best practices and help us achieve economies of scale that will benefit all of our graduate programs.

### **Timely Campus Issues**

#### **Improving Policies and Procedures in Support of our Inclusive Community**

As you know, the university agreed to a voluntary resolution of the U.S. Department of Education's Office for Civil Rights investigation into reports of antisemitism on our campus. As part of our commitment to continual review and improvement, we are updating our equal opportunity and antiharassment policies and procedures. A working group has been charged with developing specific policy improvements that will be announced in the coming weeks. Most importantly, we pledge to

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<sup>1</sup> ASG refers to the [Academic Success Goals](#) that were established in 2020 to support President Garimella's strategic areas of impact. Where possible, I have connected the updates in my report to these goals to illustrate the alignment of our ongoing work with our larger objectives as an institution.

continue holding ourselves to a standard that ensures that our response to reports of hateful conduct related to antisemitism will be timely and effective, and addressed in the same matter we address other forms of discrimination and harassment. When an act of antisemitism occurs, we will take appropriate and necessary action to address the act, prevent its recurrence, and support those impacted. Our goal is to ensure that all members of our community are well-served and free to outwardly share the special and distinctive expressions of their identities.

### **Sexual Violence Prevention**

April was Sexual Assault Awareness Month during which the university offered programming aimed at increasing awareness and prompting action. On April's eve, Vice Provost Caloiero and I sent our students a [memo](#) affirming our commitment to the safety and wellbeing of all members of our community. The month included collaborations with internal and external campus entities including Hope Works, Campus Recreation, the Student Government Association, and more. We offered a number of free wellness events including restorative yoga, blacklight Zumba, a gym walk-through and goal setting session with the Girl Gains student organization in collaboration with Campus Recreation. We also offered workshops including a series hosted by Hope Works entitled "Sex Positivity after Trauma" and "Fumbling Towards Repair: A Transformative Justice Workshop" as well as the month's keynote lecture hosted by the co-director of the national organization The Heal Project entitled "Sexual Liberation? Living at the Intersections." These events were complemented by community engagement events like the Town Hall hosted by SGA President emeritus, Denim Day and tabling events which engaged community members with consent-themed messaging.

Also in April, the Spring 2023 Title IX and Sexual Misconduct Update [newsletter](#) was issued to campus stakeholders and included information on resources, future plans, and the following updates:

- AAEO has hired two new staff members who will provide outreach and support to UVM students, staff, and faculty involved in matters of bias, discrimination, harassment, sexual misconduct, and relationship violence.
- The College of Nursing and Health Sciences has hired Jennifer Demers as Clinical Assistant Professor of Sexual Violence Prevention. Dr. Demers has experience in best practices regarding violence prevention and will develop a peer-based education program for sexual violence prevention here at UVM.
- A group of technology and content experts are evaluating our current online education module regarding sexual misconduct to ensure that it is meeting our needs and/or to recommend another solution.
- Student Health Services now offers drug testing for students who believe they have been given a substance that causes impairment, without their knowledge or consent.

### **Engagement with the Vermont Abenaki Community**

My engagement with the Abenaki Chiefs and Commissioners has continued and broadened. Earlier this month 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, met with a Parent Advisory Committee in Swanton. We heard the concerns of families and youth who identify as Abenaki and who worry that the story of their community needs greater representation when tribal communities from outside of Vermont are given a platform to share their stories on our campus. We are working with Vermont Abenaki to ensure that UVM is a safe and inclusive environment for them to bring their children. As part of these efforts, I affirmed UVM's recognition of the four tribes of the Vermont Abenaki.

## **Enterprise Risk Management**

As part of our [Enterprise Risk Management](#) (ERM) program, Director of Compliance Services Tessa Lucy has prepared a report including management response plans for the risks and opportunities scheduled for their cyclical update in May. Please see the following ERM items most pertinent to the work of the EPIR Committee in the report: Graduate Student Programs and Enrollment (opportunity), Student Mental Health (risk), and Risky Student Behavior (risk).

## **Teaching and Learning**

### **Accreditation Update**

#### **ASG 1.1**

The University of Vermont is accredited by the New England Commission of Higher Education (NECHE). Our most recent comprehensive evaluation in 2019 resulted in our continued accreditation through 2029. In Spring 2024, the university will submit a 5-year report updating NECHE on UVM's fulfillment of the Standards of Accreditation and outlining progress in the areas of emphasis identified in the 2019 visit. These areas of emphasis include general education; strategic planning and campus master planning; effectiveness of academic advising and career services; and implementing a systematic approach to the assessment of student learning and using the results for improvement (notably in the graduate curriculum). A 5-Year Report committee has been appointed by the Provost to oversee this process, gather data, and outline sections of the report. A first draft of the report will be written over the summer and a final draft will be shared with campus next fall for feedback before it is submitted in January 2024.

### **New Learning Community – The Gaming Collective**

#### **ASG 1.2**

This fall, the Gaming Collective, a new learning community, will debut in Jeanne Mance Hall, with both first year and second year student residents. As the name implies, this learning community will bring together students interested in all kinds of games, including tabletop board games, puzzles, role playing games, and beyond. Programming for the community will include a chance to meet Box Brown, the author of the learning community's first year read, *Tetris: The Games People Play*, a graphic history of the game Tetris. Other regular events, such as game nights and opportunities to teach and learn new games will be incorporated into programming for this new learning community experience.

### **Career Center Initiatives**

#### **ASG 1.3**

On May 1, faculty and professional advisors participated in the annual [Career Summit](#) to learn how Career Center resources can help them engage students in career exploration. Presentation topics included ways in which career preparation can be brought into the classroom to advance integrative learning and student success; how to field career questions during advising sessions; and progressive career preparation touch points throughout a student's time at UVM. Career Services is also collaborating with the colleges/schools and the Center for Teaching and Learning to build a series of 4 badges that will roll up to the "Career Starter" certificate in Brightspace, our learning management system. This certificate will be available this fall and is the first in a set of three certificates that will encourage student progression along the [Path to Career Success](#). In partnership with the Alumni

Association, the Career Center launched its [Interest Groups](#)<sup>2</sup> on the [UVM Connect](#) platform last fall. We have nearly 3,500 student members, and double that many alums, with over 800 interactions on the platform. We are encouraged by these early numbers and will continue efforts to drive more consistent traffic to the platform. Career Services will also be piloting a new [Employer Partner Program](#) next academic year. Instead of one-off transactions (e.g., paying to table at a job fair), employers will be encouraged to invest as *partners* in connecting talent (our students) with opportunity (their jobs). The program includes 3 tiers that offer varying levels of access and service to employers.

## **Special Education Minor with Endorsement**

### **ASG 1.1**

At your meeting, you will be asked to approve the “no-contest” termination of the Special Education Minor with Endorsement in the College of Education and Social Services. The university remains committed to this important field. This specific minor is no longer necessary because of changes to the Special Education undergraduate program offerings that revised the former undergraduate major in Early Childhood Special Education to include expanded content and the licensure range from birth to age 21. Revisions to the major preclude the need for the undergraduate minor in special education that leads to endorsement, as this option will now be available through the revised undergraduate major.

## **Creating New Knowledge**

### **UVM Research Week**

#### **ASG 2.1**

In celebration of UVM’s recent historic increase in sponsored research — and to celebrate UVM becoming a [Top 100 Public Research University](#) in the United States — in April, the Office of the Vice President for Research hosted the second annual [UVM Research Week](#) – a celebration of UVM’s research, scholarship and creative works. The week included a sponsored research celebration, a Vermont clean and resilient energy conference and networking event, a research resource fair, the student research conference, the postdoctoral research conference, the Invention2Venture conference, an open house at the Vermont Advance Computing Center and more.

## **Global Opportunities**

As I’ve mentioned in my prior reports, the Art and Science Group recommended our robust engagement with prospective students around the range of global opportunities available at UVM. We continue to make progress in this area; updates include:

### **Executive Director for International Partnerships and Programs**

#### **ASG 1.1, 1.5**

A search is underway for an Executive Director for International Partnerships and Programs, who will report directly to the President. The Executive Director will be charged with advancing the global orientation of the university as well as the academic excellence of international scholarly and educational initiatives. This position will be responsible for defining the university’s strategic priorities in global engagement, in collaboration with university leadership, and securing resources to deliver on these priorities. In consultation with units across campus, the Executive Director will oversee the

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<sup>2</sup> Interest Groups help students build a network of peers, faculty, alums, staff, and employers to support career success. We have interest groups in Arts, Media, and Communication; Business and Entrepreneurship; Education, Policy, and Social Impact; Food, Environment, and Sustainability; Health Professions; STEM; and Exploring.

development of processes, programming, and organizational structures that advance UVM's global mission.

### **UVM GO (formerly Global Trek)**

#### **ASG 1.1, 1.2**

UVM GO focuses on global learning, developing intercultural knowledge and skills, and building community. We have designed pre-orientation experiences that allow students to develop their awareness of global issues and make connections in their community and beyond. It's the perfect opportunity for our newest students to connect with UVM faculty, staff, alumni, and local experts—all while having fun and making new friends. In my last report I let you know that we had hired a Global Experiences Coordinator and UVM GO plans had moved into high gear. I'm delighted to share with you some of the UVM GO opportunities that will be offered this August—each led by a UVM faculty member with extensive experience in the city and program theme. I am enormously grateful to these faculty members for their willingness to help us build this important new program.

- Multicultural Vancouver: Social Justice and the City Led by Dr. Pablo Bose, Department of Geography and Geosciences
- Montreal: Building Culture from Cultures: Quebec and Vermont Led by Dr. Charles-Louis Morand-Métivier, School of World Languages and Cultures
- Seattle: Justice in Local and Global Food Systems Led by Dr. Teresa Mares, Department of Anthropology
- Washington, D.C.: Climate Change and Youth Activism Led by Dr. Jon Erickson, Rubenstein School of Environment and Natural Resources
- Chicago: Building Communities and Commerce Led by Dr. Cynthia Reyes, Dean's Office, College of Education and Social Services

Other UVM GO programs are in development and will be offered in partnership with the residential Learning Communities and will allow participants to move onto campus 3 days prior to Orientation for local but global experiences.

### **Innovation and Entrepreneurship**

The second significant recommendation from the Art and Science Group centered on innovation and entrepreneurship; we continue to make progress in this area as well. Updates include:

#### **The RISE Summit – June 21 - 22, 2023**

##### **ASG 2.1, 3.2**

The Office of the Vice President for Research is coordinating [RISE](#), a new summit that brings together research, innovation, sustainability, and entrepreneurship to spur change for a better tomorrow, and to serve as a model for university-community business engagement across the country. Current students, prospective students, community and business leaders, industry experts, and community members are invited to attend the event. The event will include a celebration of Senator Leahy's legacy, a focus on the importance of rural partnerships and the challenges of rural development in Vermont. The summit will also include some practical elements of entrepreneurialism including pitch competitions, the Vermont Center for Emerging Technology, and opportunities to meet with investors.



## **Faculty Recognition**

### **National Science Foundation CAREER Award Winners**

#### **ASG 2.1**

Three of our faculty members have recently received National Science Foundation (NSF) CAREER awards. These highly prestigious awards are offered to early-career faculty members who demonstrate the potential to serve as academic role models in research and education and to lead scientific advances.

- [Nick Cheney](#) is an Assistant Professor in the Department of Computer Science whose research interests include machine learning, deep learning, meta-learning, Auto ML, evolutionary robotics, and soft robotics.
- [Joe Near](#) is an Assistant Professor in the Department of Computer Science whose research interests include data privacy, security, fairness, programming languages, and machine learning.
- [Hamid Ossareh](#) is an Associate Professor in the Department of Electrical and Biomedical Engineering whose research interests lie in the areas of systems and control theory with applications in automotive, aerospace, and power systems.

### **University of Vermont Faculty Awards**

#### **ASG 2.1**

Each year we recognize the innovative scholarship, teaching and advising excellence, as well as the community citizenship of our faculty. I'm proud to share the recipients of our most significant faculty awards with you.

#### **Kroepsch-Maurice Excellence in Teaching Awards**

The Kroepsch-Maurice Excellence in Teaching Awards recognize faculty members for their excellence in teaching, including creating an environment conducive to and encouraging learning. Each year, one faculty member in each of the four faculty ranks (Lecturer/Senior Lecturer/Clinical Instructor, Assistant Professor, Associate Professor, and Professor) receives this honor. The 2023 award recipients are:

- Assistant Professor [Daniel Tobin, Ph.D.](#), Community Development and Applied Economics, College of Agriculture and Life Sciences
- Associate Professor [Richard Single, Ph.D.](#), Mathematics and Statistics, College of Engineering and Mathematical Sciences
- Professor [Anthony \(Tony\) D'Amato, Ph.D.](#), Director of Forestry Program, Director of UVM Research Forests, Rubenstein School of Environment and Natural Resources
- Senior Lecturer [Lisa Dion, M.S.](#), Computer Science, College of Engineering and Mathematical Sciences

#### **Outstanding Faculty Advisor Award**

The Outstanding Faculty Advisor Award recognizes a faculty member who has achieved excellence in displaying and enacting responsiveness, availability, concern, respect, and depth of knowledge in undergraduate academic advising. This award is a collaboration of the Office of the Provost, the Student Affairs Committee of the Faculty Senate, and the Student Government Association. The 2023 award recipient is:

- [Luis Vivanco, Ph.D.](#), Professor and Chair of the Department of Anthropology, College of Arts and Sciences.

### President's Distinguished University Citizenship and Service Award

Nominees for the President's Distinguished University Citizenship and Service Award are lecturers or clinical faculty, full-time tenure or tenure-track faculty, research faculty, library faculty, or Extension faculty who have worked at the University of Vermont for at least five years and have demonstrated sustained and exceptional leadership and service to our community. This includes, but is not limited to, service at the department, college or school, or university-wide level as a member of committees, governance groups, and advising student organizations or committees. The 2023 award recipient is:

- [Catherine A. Paris, Ph.D.](#), Senior Lecturer, Department of Plant Biology, College of Agriculture and Life Sciences.

### President's Distinguished Senior Lecturer and Lecturer Awards

The President's Distinguished Senior Lecturer and Lecturer Awards recognize Senior Lecturers or Lecturers for their outstanding teaching, scholarship, and service. The 2023 award recipient is:

- [Priyantha Wijesinghe, Ph.D.](#), Senior Lecturer and Director of Curricular Enrichment, Department of Civil and Environmental Engineering, College of Engineering and Mathematical Sciences.

### University Scholars Award

The University Scholars Award recognizes distinguished UVM faculty members for sustained excellence in research and creative and scholarly activities in the following two categories: Social Sciences, Humanities, Creative Arts; and Basic and Applied Sciences (including biological, medical, and physical sciences). The 2023 award recipients are:

- Social Science: [Terence Cuneo, Ph.D.](#), Professor and Marsh Chair of Intellectual and Moral Philosophy, Department of Philosophy, College of Arts and Sciences
- Basic and Applied Science: [Sarah Heil, Ph.D.](#), Professor of Psychiatry, Larner College of Medicine; Professor of Psychology, Department of Psychological Science, College of Arts and Sciences; and
- [Rory Waterman, Ph.D.](#), Professor, Department of Chemistry, College of Arts and Sciences

### University Distinguished Professor Award

The University Distinguished Professor Award is the highest academic honor that UVM bestows upon a faculty member. Holders of this title are recognized for having achieved international eminence within their respective fields of study and for the truly transformative nature of their contributions to advancing knowledge. The 2023 award recipients are:

- [Mary Cushman, M.D., M.Sc.](#), Professor of Medicine, Hematology/Oncology Division; Professor of Pathology and Laboratory Medicine; Larner College of Medicine
- [Stephen Higgins, Ph.D.](#), Professor of Psychological Science, College of Arts and Sciences; Professor and Vice Chair of Psychiatry; and Director of Vermont Center on Behavior and Health, Larner College of Medicine
- [Gary Stein, Ph.D.](#), Professor and Chairperson of the Department of Biochemistry; Professor of the Department of Surgery; Larner College of Medicine



## **Leadership Transitions**

At your last meeting, you approved the creation of the School of World Languages and Cultures (SWLC) in the College of Arts and Sciences. The mission of the SWLC is to prepare students to engage with a diverse, globalizing, and ever-changing world. Its goals include raising the visibility of language study on campus, widening research and pedagogical networks and conversations beyond the boundaries of individual small departments, and strengthening existing learning areas, certificates, minors, and majors. I'm pleased to announce that after a thorough internal search including a nomination and interview process, Professor **Joseph Acquisto** has been named the inaugural director of the School of World Languages and Cultures. Professor Acquisto joined the faculty in 2003 after receiving his Ph.D. from Yale University. He has served as Chair of the Department of Romance Languages and Cultures since 2016, and as an interim leader of the Departments of Classics and Asian Languages and Literatures as we transition to the new school structure. Additionally, he is one of our University Scholars, he's been engaged in our residential learning communities and the Honors College, and he has served on several important committees in the College.

Two members of my team will soon depart. **Cindy Forehand**, Dean of the Graduate College, will be retiring at the end of June. Dean Forehand is an important member of the academic leadership team and has served as our graduate dean since 2014. Under Dean Forehand's leadership, total graduate student enrollment has increased by more than 25%, including a 38% increase in international graduate students and a 186% increase in graduate students of color, and nearly 30 graduate programs and certificates have been added to our curriculum. Graduate assistantship stipends and benefits also increased substantially. A national search for a new dean of the Graduate College was launched last November. This leadership opportunity has generated an exceptionally strong slate of candidates and I'll be sharing more information on this soon.

**Alex Yin**, Assistant Provost for Institutional Research and Assessment has accepted the position of Vice Provost for Strategic Planning and Institutional Effectiveness at North Carolina Agricultural and Technical State University. Alex was appointed Director of the Office of Institutional Research in 2016. During his time at UVM he was promoted to Executive Director and then Assistant Provost, the scope of his office was expanded to include assessment, and his staff grew from three to eight members. Highlights of Alex's many accomplishments include transforming the office to be a resource for the university community by being an adaptable and proactive office with a commitment to producing sustainable, timely, reliable, and valid data analysis. He did this by overseeing the creation of Catamount Data and tirelessly meeting with VPs, Deans, Associate Deans, Directors, faculty, staff, and students to promote a culture of data-informed decision-making. We will launch a national search for a new leader of Institutional Research and Assessment soon.

Cindy and Alex have been wonderful colleagues who will be missed. I wish them the greatest happiness and success in their next endeavors.

## **Wellness**

### **Sexual Health and Wellness Fair**

The Center for Health and Wellbeing planned and hosted the inaugural [SEXPO](#): the UVM Sexual Health and Wellness Fair, on March 29. Students engaged with on-campus and community organizations offering sexual health services to provide them with resources and tools to take charge of their sexual health. Topics included consent, substance use, body image, pleasure, LGBTQ+ identity,

STI testing, and confidential medical consultations about birth control, trans health, HIV testing, and more.

### **Cat E-Care**

#### **ASG 1.1**

Our new Catamount Emergency Care, or Cat E-Care, Program launched in April. Cat E-Care coordinates the distribution of lifesaving equipment across campus (automated external defibrillators, bleeding control kits, and Narcan) and provides associated training to UVM students, faculty, and staff. The program is a collaboration among the College of Nursing and Health Sciences, the Office of Emergency Management, UVM Rescue, and a number of talented and innovative undergraduate students. Cat E-Care adds to our health and wellness ecosystem, prepares us to respond to emergencies, and will provide high-impact internship opportunities for our students who will help lead and manage the program and will also serve as program instructors.

### **WE 5K Wellness Run**

I was delighted to join almost 800 students, staff, faculty, and community members in the 8<sup>th</sup> Annual 4/20 5K for Wellness Run/Walk last month. This has become a positive springtime tradition on our campus – and while the run is all good fun, it does bring out the competitive side of some of our faculty members! In addition to the run/walk itself, the afternoon included race shirts, games, raffles, and food trucks – all with free registration. Most importantly, it provided an opportunity for our community to come together and celebrate wellness.

Be well, Catamounts!



The University of Vermont

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Enterprise Risk  
Management

**Enterprise Risk Management Update**

**May 19, 2023**

**Prepared By**

**Tessa Lucey, Director of Compliance and Chief Privacy Officer**

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In February 2023, the Board of Trustees received a biennial report on Enterprise Risk Management assessment results. Throughout the year, committees will receive status updates on risks and opportunities that fall under their purview. Included in this report are the updates on the following:

- Advance Inclusive Excellence
- Student Mental Health
- Risky Student Behavior
- Graduate Student Programs & Enrollment
- UVM's Financial Sustainability:
- Facility Modernization

  

## COMMITTEE OF THE WHOLE



**Opportunity – Advance Inclusive Excellence:** Recent political targeting of DEI in other U.S. states affords UVM an opportunity to position itself as a leader on inclusive excellence (diversity, inclusion, intercultural competency) through comprehensive institutional efforts. Implementation of UVM's first-ever data-driven DEI Strategic Plan could substantially strengthen UVM's competitive advantage, reputation and image while mitigating legal and compliance risks. It can also better position UVM to recruit and retain a more diverse faculty, staff, and student body in the face of demographic headwinds in New England and in higher education more broadly.

In 2021, UVM formed the University Diversity Council (UDC). Comprised of representatives from every UVM unit, members have worked diligently with support of their respective senior leaders through several initiatives. The plan going forward includes the implementation of UVM's 5-year DEI Strategic Plan (2023-28). This plan will include units providing annual progress reports with regards to meeting their expected annual goals for implementation.

  

## EDUCATIONAL POLICY AND INSTITUTIONAL RESOURCES COMMITTEE



**Risk – Student Mental Health:** Increasing student need and demand for mental health services requires substantial and new institutional resources campus-wide. Pre-pandemic, there was a steady increase in utilization of mental health services. The need for increased mental health services was further exacerbated by the pandemic. In addition to the increase in volume, campus mental health services are serving a larger student population with more complex mental health presentations and higher levels of presenting acuity.

Additional services are now being offered outside of the typical clinic setting, the menu of services has been expanded, peer-peer education efforts have been expanded, and as part of a pilot program, two Care Team Coordinators are now living on campus during the pilot. Going forward, some highlights of the risk mitigation plan include a continuation of the Care Team outreach, performance of an assessment of the program to help identify additional mitigation strategies, and continuation of the Brief Intervention and Referral for Treatment (SBIRT) program in the Center for Health and Wellbeing.

**Risk – Risky Student Behavior:** Risk of student injury, death, violent or disruptive behavior toward others due to alcohol or substance use, mental illness, or other causes.

Since the 2018 and 2019 ERM assessment, the number of students with mental health issues has increased nationally and at UVM. Likewise, the impacts of isolation during the pandemic negatively impacted social and emotional development for many students. This has contributed to the increases in risky decision-making and behavior.

UVM has extensive policies and programs related to reducing issues related to student behavior. Meetings are regularly held with members of UVM's Care Network in an attempt to identify and monitor at-risk behaviors. However, there are no foolproof systems or guarantees to prevent disruptive/dangerous behavior from occurring. UVM continues to take action aimed at strengthening the threat assessment process and developing a unified reporting process for all community-based bias and behavior-related concerns. We continue to focus on mental health, substance use, and sexual violence prevention and response to create a culture of awareness, care, and accountability, and identify problems at earlier stages.

**Opportunity – Graduate Student Programs & Enrollment:** The opportunity to grow the number of graduate students on campus and online has significantly increased since the 2019 assessment. Studying in the U.S. had become less attractive, especially if students were not able to gain work experience in the U.S. through internships or employment after graduation, and a lack of graduate-specific university housing has been an impediment to recruiting both international and domestic students. Recently, the U.S. has become more welcoming of international students.

There has been a significant and positive change in the perception of graduate education at UVM. Both the President and the Provost want graduate education to succeed. This high-level support, along with other actions such as increasing the number of stipends available for graduate assistants and the graduate and medical student housing that is under construction, is expected to allow UVM to meet its goals related to graduate student programs and enrollment, including 3000 graduate students by 2030, with 20% international, 20% students of color, and 20% in online programs. UVM will continue to build and support graduate student programming, especially for online students. Housing opportunities will also be explored and recruitment presence for graduate students will be strengthened.



#### BUDGET, FINANCE AND INVESTMENT COMMITTEE



**Risk – UVM's Financial Sustainability:** It is a challenge to ensure that General Fund revenue keeps pace with escalating costs. It is a constant challenge to provide accessibility to, and affordability for our students. This challenge is exacerbated by the fact that we are faced with a declining population of high school graduates, particularly in the New England and Northeast catchment areas, and being located in a region with an extraordinary number of colleges and universities who are our academic competitors for this population.

Tuition has been frozen for the past 4 years and will be frozen for FY24. Our ability to do this is abetted largely by the 25% increase in the state's base appropriation to the university and a substantive increase in facilities and administration (F & A) revenue from sponsored projects. Additionally, expenses are carefully evaluated each year.

To date, actions and controls have been implemented to mitigate this risk. These actions include an increase in research funding, changes to the post-retirement medical benefit

and prescription programs, a reconfiguration and consolidation of some administrative units, and the refinancing of multiple debt issues. Future plans include the continuation of efforts to diversify and increase revenue streams, an increased emphasis on creating programs for graduate and non-traditional students, and the expansion and enhancement of academic initiatives.

**Opportunity – Facility Modernization:** Facilities modernization is and will continue to be a perpetual opportunity and need as we address deferred maintenance and keep pace with ever evolving needs to support and improve educational and research capabilities, enhance our physical campus, and bolster recruitment, retention, and reputation leading to increased competitiveness.

The plan is to continue to maximize the use of limited resources to address modernization needs.





# UVM ALUMNI ASSOCIATION UPDATE

## Board of Trustees

Friday, May 19, 2023

**Prepared by:** Cathy Tremblay '85, Alumni Association President  
Deb Mignucci '82, Alumni Association Vice President

The UVM Alumni Association is pleased to present this report reflecting recent accomplishments and areas of focus in the second half of the year. Our volunteer leadership consists of more than 150 individuals representing eight decades of graduates, and we continue to build our representation from traditionally underrepresented communities and special interest affinity groups. This report contains a small sample of the diverse array of engagement programs we offer to our global UVM community.

## Strategic Priority Updates and Program Highlights

### LUVMyClub Raises Over \$128,000

This past winter, the Student Alumni Association partnered with the UVM Foundations Annual Giving team to sponsor the annual LUVMyClub campaign to help student-run clubs fundraise for their needs. Over 110 SGA clubs and student organizations participated, raising over \$128,000 from more than 1,880 donors (including 16% student donors). Funds go directly to the clubs to help ensure that they can attend conferences, have uniforms, travel to competitions, and so much more. This fundraising campaign is just one of the many programs that supports SOAR: The Campaign for Student Success at UVM.



### Make a Connection. Share an Opportunity. Give Back.



With nearly **15,000** members, UVM Connect—the University’s networking platform—has hit another milestone. This fall, we enhanced the platform with new, easy-to-use features that support matching students with alumni mentors.

All 3,700 current students on the platform have access to a robust network of alumni offering career resources. Whether meeting for a cup of coffee, a call, or a virtual internship, students and alumni can conveniently connect. We hosted *Careers for Cats* this Spring, a virtual alumni panel workshop featuring alumni from our six career interest groups. We had 94 total participants, 34 were current students, and 60 alumni participated as panelists. If you have not done so already, we encourage you to join the platform at [www.uvmconnect.org](http://www.uvmconnect.org) and help us grow the UVM network.





### Post-Season Catamount Action

Our winter student-athletes continue to soar! The success of Women’s Ice Hockey, the Ski team, Women’s Basketball, and Men’s Basketball provided rallying points for alumni engagement during February and March. The UVM Alumni House hosted four gatherings with more than 200 guests, including Meghan and Robert Cioffi Men’s Basketball Coach Becker and his team, as well as Elizabeth F. Mayer ’93 and Paul J. Mayer, M.D. Women’s Basketball Coach Kresge and her team as they watched the NCAA Selection Shows. Alumni gathered at a handful of regional game-watch locations with fellow Catamount fans, including a pre-game rally in Lake Placid, NY, Columbus, OH, and Storrs, CT, where nearly 400 Vermont fans gathered before NCAA races and games.



### Welcoming the Class of 2027

In partnership with Enrollment Management, the Alumni Association hosted admitted student events in 9 cities across the country. Over 75 alumni volunteers gathered in-person to answer questions and talk about their UVM experience. In addition to hosting in-person programs, we had 81 alumni participate in congratulating over 1,260 students by making outreach calls. We are hopeful that the outreach from alumni will ensure that these students say “yes” to joining the UVM family!



### Just like Catamounts, our UVM banners love to travel!



We have sent out over 100 banners nationwide to be part of Catamount gatherings! If you have an upcoming party, trip, event, or wedding, we’d love to send you a UVM banner to become part of your memories! To receive your banner, email [alumni@uvm.edu](mailto:alumni@uvm.edu) with your gathering details. We can’t wait to send you a banner and tell your story on one of our social media channels. If you don’t follow us yet—join us today!



### UVM Weekend 2023

Mark your calendars from September 29<sup>th</sup> through October 1<sup>st</sup> for UVM Weekend 2023! Campus will be engaged and energized with activities for alumni, parents, families, and friends. Formerly known as Alumni Weekend and Parents & Family Weekend. UVM Weekend is an annual campus-wide weekend that amplifies the University of Vermont.



**Engage with Us!** Our volunteer webpage and upcoming events calendar are a hub for alumni to find our library of recorded programs and upcoming event offerings, including campus-wide events: [alumni.uvm.edu/events](http://alumni.uvm.edu/events).



## **Student Government Association (SGA) President's Report**

**Board of Trustees  
May 19, 2023**

**Prepared By  
Olivia Eisenberg, SGA President**

Hello all,

For those of you whom I have not yet had the pleasure of meeting, I will briefly introduce myself. My name is Olivia Eisenberg, and I am the SGA President. I am a rising senior studying Political Science and Public Policy Analysis and I am from just outside of Washington, D.C. in Bethesda, MD. I am very excited to continue working this Summer and next year to further SGA's goals, and I hope to work with many of you all throughout my term.

In wrapping up last school year, SGA carried out and began a few large initiatives. First, our Spring Week of Kindness was a huge success, with each day focusing on kindness in a different aspect of the UVM community. We are so grateful for all the help we received from faculty, staff and administration to put on this event, and are looking forward to beginning preparation for Fall's Week of Kindness.

I have also been working on the SGA Strategic Plan, a bi-annual report we are assembling to quantify student concern and drive SGA's work for the next couple of years. These reports will enumerate upon themselves and this summer, I am continuing to collect input so the report will be completed by the October Board meeting.

Additionally, SGA helped to put on events for SVAM (Sexual Violence Awareness Month), participated in Earth week in conjunction with other environmentally focused clubs and organizations across campus, and has been working on addressing bias in semester course evaluations.

Looking forward, we are eager to get out the Strategic Plan report, begin organizing community-building events, and work on club retention in the 2023-2024 school year with our newly-sworn-in SGA Senate.

I will also be continuing my predecessor Maddie Henson's implementation of weekly emails to Board and senior leadership. I hope this will build off of the mutually beneficial connections and transparency that they have created, and I look forward to the future conversations that these generate.

This report does not encompass all of the amazing work that each and every senator has been doing, but know that we are all working hard to ensure every student at UVM has the best college experience that they can. We have many more projects in their beginning stages as well and are excited to see them create lasting change on campus.

Thank you.





## **Staff Council President's Report**

**Board of Trustees  
May 19, 2023**

**Prepared By  
Jon Reisenweaver, Staff Council President**

Members of the Board,

I would like to thank Chair Ron Lumbra again for attending our April 4<sup>th</sup> Staff Council meeting of the whole. The feedback received from members and constituents present that it was extremely informative and helpful. It is our hope that this may become a regular event as it will help build a stronger relationship between the Board and Staff Council. Many representatives came away with a better understanding of the role of the Board in guiding the future of the University. Thank you.

Three topics in particular that were discussed are very much entwined; mental health and wellness, increase in workload, financial stability of staff. As mentioned in my previous report that touched on these topics, there is no easy solution. The currently unstable economic situation has led to inflation in numerous key areas of peoples' lives that are directly affecting the mental health of staff on campus. It is up to the President and senior leadership to recognize this and work with all staff and faculty to maintain a healthy ecosystem that is sustainable and thrives for our students. The Board has great responsibility in the long-term health of the University as a whole. It is still relevant for the Board to remember that decisions have impact.

During the most recent collective bargaining efforts of most staff, it was unclear as to the continued viability and relevance of Staff Council. The challenge of remaining cohesive and supportive for everyone regardless of representation was one which our representatives met head on. The Staff Council is continuing to work closely with senior leaders on a multitude of ongoing projects which will benefit staff across the board. In this new environment we are continuing to strengthen our relationships with our constituents, and also to senior leadership with the hopes that through better understanding we will be able to continue to be a strong advisory body for staff to the administration.

The current academic year is ending with another successful group of incredibly talented students graduating on to the rest of their personal and professional lives. Staff have worked diligently with and for our students to ensure their experience here has been the best it could be. Staff have been diligent for their safety, mindful of their living environments and conditions, supportive of their emergent issues, and aware of their needs to ensure they can focus on their education.

This will be my last report to the Board under my current tenure as the Staff Council President. We will have new leadership coming into office that are just as excited to continue working for constituents. It has been an honor and privilege to lead Staff Council. The challenges of leading as we navigated through the pandemic were not done by me alone. I was fortunate to have Vice President Katherine McGinn Hall

and Staff Council Office Administrator Alan Shashok to collaborate with. We as a team did our best to provide stability through such adversity and still make sure meaningful communication between senior leadership and Staff Council representatives did not falter.

Finally, I want to specifically thank the Board, President Garimella, the Faculty Senate, and all of Staff Council for your unwavering commitment to this institution at all levels. Through our continued commitment to our students' success we share a common set of core values. The opportunity to share both positive and negative feedback with you is healthy and vital to maintain strong working partnerships.





FACULTY SENATE

## **Faculty Senate President's Report**

**Board of Trustees  
May 19, 2023**

**Prepared By  
Thomas Borchert, Faculty Senate President**

The Faculty Senate is responsible for the effective management of the academic affairs of the University, responsibility it shares with the administration.

Shared governance is an always ongoing and unfinished task. It is work that is marked by structural tensions. These tensions are based on perspectives from different locations and roles within the University structure, and different time horizons for understanding the need to resolve problems, and the tools for doing so. I have a clear recollection of senior colleagues responding to administration proposals early in my time at UVM with a shrug and references to past work and initiatives being repeated. I am sure my junior colleagues have heard people like me say things like this. Faculty have a specific location within the University, but a long time horizon for considering problems. University administrators on the other hand with a broader vision of the school, but a shorter time horizon often do not understand why the faculty are being so resistant to change and solving problems. Administrators and faculty are both correct and incorrect in their views, and it can be hard for each group to see the perspective of the other. Keeping these tensions from becoming conflicts requires regular communication, and working together. Despite the thought that these are “unprecedented times,” these structural challenge for governing universities are evergreen.

The Faculty Senate and the administration of UVM have worked hard over the last year to manage restructuring and reorganization of the different units in the University. At the start of this academic year, together with the Provost and Vice President for Research, we developed procedures for establishing University-wide, cross Unit centers and institutes. This was partly in response to the call from last year's recommendations from the Academic Reorganization Working Group that the University establish more such centers and institutes. In the fall, we reviewed and approved proposals to establish both the Osher Center for Integrative Health at UVM, and the Institute for Agroecology. We are also in the midst of participating in the five year review of the Gund Institute. Following procedures established in the 2021-2022 academic year, we reviewed and approved the proposal to establish the School of World Languages and Cultures. In addition, we reviewed and voted in a resolution in support of the change to the

reporting line of the Fleming Museum to have the director report to the Director of the School of the Arts.

The start to the 2023-2024 academic year will see significant changes to the infrastructure of the undergraduate curriculum. UVM will launch its new general education system, the 40+ credit Catamount Core Curriculum; we are moving from a three-digit system for class numbers to a four-digit numbering system; and we are preparing to change our learning management system, going from Blackboard, a system we have used for the last fifteen years to Brightspace. These changes are all substantial separately, and together they represent a profound set of shifts that will impact our work in the coming years. The Faculty both through the Senate and standing committees of the Senate have been active participants along with the administration in these transitions. The work of the Catamount Core Curriculum Committee, a joint ad hoc committee of both the Senate and the Provost's office deserves special attention for the work they have done in reviewing hundreds of courses in the last year. Moreover, while it is not in the Senate's purview, the many different curriculum committees in units around the University should be recognized for the substantial work they have done to bring this system into existence.

As we take a pause for the summer break, there are several undercurrents that I would like to draw to the Board's attention. The members of the Board have no doubt read about changes to the tools available to all of us in terms of artificial intelligence. This is an issue that has filtered in and out of our conversations between ourselves and the administration in the last six months. There have been small changes such as to the policy around student work, but the big work of how to address this shift, what tools and policies the Faculty and administration might need, remains to be done.

The work of the Faculty Senate in terms of diversity, equity, and inclusion remains ongoing. We expect to establish a standing committee focused on DEI issues in the coming year, and we passed a resolution calling for an expansion of open access and open science practices by both Faculty and the administration partly on the grounds that it is a matter of equity. Other work, such as how to contribute to retention of faculty of color remains a topic that we have not yet determined how best to have an active role. One such issue that has had discussion but not yet action is around student course evaluations and ways of mitigating the bias that creeps into them.

Finally, the ongoing consequences of the pandemic continue to be mixed into our conversations, an issue that I discussed in my report to the Board of Trustees last year. Many members of the Faculty have expressed concerns over student skills and resilience. Many of us experience students as requiring more guidance than in the past, more extensions and other accommodations. We have worked with the administration on policy changes to help students, particularly through something like the Student Affairs Committee. Yet this also points to what we might think of as an unexpected tax on Faculty, which has its own toll on the work that we do with students.