

**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, February 10, 2023 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 Goldstein, Cynthia Barnhart, John Bartholomew, Otto Berkes¹, Frank Cioffi, Johannah Donovan, President Suresh Garimella², Stephanie Jerome, Kenny Nguyen, Carol Ode, Kristina Pisanelli, and Lucy Rogers

OTHER TRUSTEES PRESENT: Board Chair Ron Lumbra²

REPRESENTATIVES PRESENT: Faculty Representatives Evan Eyler and Colby Kervick, Staff Representatives Sarah Heath and Jay LaShombe, Alumni Representative Susan Wertheimer, and Student Representatives Ayden Carpenter and Matt Sorensen

ABSENT: Trustee Sam Young, Faculty Representative Mary Cushman, Graduate Student Representatives (vacant), and Foundation Representative (vacant)

PERSONS ALSO PARTICIPATING: Provost & Senior Vice President Patricia Prelock, Vice President for Legal Affairs & General Counsel Trent Klingerman, Vice Provost for Student Affairs Erica Caloiero, Vice Provost for Diversity, Equity, & Inclusion Amer Ahmed, Alcohol, Cannabis, and Other Drugs (ACOD) Initiatives Manager Tom Fontana, and College of Arts and Sciences Associate Dean Abigail McGowan

¹Participated by phone.

²Joined the meeting at 1:47 p.m.

Chair Carolyn Dwyer called the meeting to order at 1:02 p.m. and welcomed new staff representative Jay LaShombe to the committee.

Approval of minutes

The minutes from the October 28, 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 announcing that after a rigorous national search, Dr. Katharine Shepherd has been appointed Dean of the College of Education and Social Services (CESS).

Provost Prelock then provided highlights from her written report. Referencing the Academic Success Goals (ASG) that were established in May 2020, she reported that metrics to measure progress on each goal and annual updates have been established and progress can be reviewed on the [ASG dashboard](#). The Provost also noted a number of initiatives that have been implemented since the ASGs were established, including UVM's new university-wide professional advising system and professional advising training, the just completed data-based Diversity Equity and Inclusion (DEI) Strategic Action Plans planning process, and Vice Provost for Faculty Affairs Jane Okech's programming centered on faculty development, retention and recruitment.

Provost Prelock next reported that regular review of low enrollment/low completion (LE/LC) programs is essential to aligning resources with priorities and supporting the institution's long-term sustainability. The deans have completed the 2022-2023 assessment with their program directors and chairs. The Provost is 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 later this year.

The Arts and Science Group recommended robust engagement with prospective students around the range of global opportunities available at UVM. Two examples are UVM GO (formerly Global Trek) and UVM Anchor sites. Faculty members will lead trips for the newest students before orientation each August and are helping identify UVMGO 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 provide study abroad opportunities at select international universities with whom UVM has partnered, and where the university coordinates many of the academic, administrative, and financial components of the study abroad experience.

The Arts and Science Group also recommended that the university enhance the campus culture of innovation and entrepreneurship and create experiences for students to collaborate with faculty and alumni. 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.

The Student Government Association (SGA) hosted its inaugural Week of Kindness in October. Activities included 'Build Your Own Bouquet,' 'Cupcakes for Catamounts,' writing letters of gratitude, and chair massages. The SGA will host a spring semester Week of Kindness in March with even more activities. The Provost's Office is collaborating on some of the activities with SGA.

Lastly, Provost Prelock pointed out that the academic leadership team is decked out in green and gold and invited the UVM community to show their Catamount pride by wearing their favorite Catamount gear on Fridays.

Proposal to establish a School of World Languages & Cultures

College of Arts and Sciences Associate Dean Abby McGowan presented a proposal to establish a School of World Languages and Cultures. The new school will bring together four departments under the same roof, providing increased opportunities for students and faculty to learn and understand not just the languages themselves but also the cultural context through literature, film, politics, and social history. The mission of the School 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 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 existing stand-alone departments of Asian Languages and Literatures, Classics, German and Russian, and Romance Languages and Cultures will be eliminated.

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 offer highlights from her written report included as attachment 3 in the meeting materials. She provided a brief overview of the following three curricular action items: a no-contest termination of the B.A. in Russian and East European Studies, a no-contest termination of the B.A. in Latin and Caribbean Studies, and a no-contest termination of the B.A. in European Studies. The proposers hope that by creating a regional studies concentration with the already popular Global Studies major and minor, that students will be able to combine their existing interests in broad global processes and developments.

Curricular action items

Chair Dwyer presented the following resolutions:

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.

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.

Bias Reporting & Response

Vice President for Legal Affairs & General Counsel Trent Klingerman, Vice Provost for Student Affairs Erica Caloiero, and Vice Provost for Diversity, Equity & Inclusion Amer Ahmed offered a brief update on bias reporting and response. They reported that they are collaborating to simplify the process for students and to create a single place for students to report an incident. Vice Provost Ahmed noted that many institutions are moving towards a more synergized approach to reporting, directing students to one place to alleviate the burden on students. He added that when the reporting system is simplified, the number of reports is expected to increase which does not mean that there are more incidents, but that more people will be aware of how to report incidents.

Following the presentation a resolution reaffirming the Equal Opportunity/Affirmative Action Policy and the Opportunity in Educational Programs and Activities in Non-Harassment policy was introduced. Vice President Klingerman reported that in response to Provost Prelock's

request to do a thorough review of the policies, the policies were compared against peer institutions and a full evaluation was completed. It was determined that the policies are in full legal compliance and do not need to be changed or amended.

Chair Dwyer presented the following resolution:

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

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.

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.

Alcohol, cannabis and other drug use on campus

Vice Provost for Student Affairs Erica Caloiero and Alcohol, Cannabis, and Other Drugs (ACOD) Initiatives Manager Tom Fontana gave a presentation on the current status of alcohol and drug use on the UVM campus. Effective practices resulted in declining binge-drinking rates. The number of students requiring medical attention as a result of excessive drinking has also declined; and calls for service for issues including noise, intoxication and disorderly conduct by the Burlington Police Department to traditionally student neighborhoods has declined by one-third over the last three years. With the success of alcohol prevention on campus, UVM's vision expanded to include increased emphasis on cannabis and mental health. In addition, UVM is leading the development of new approaches to "other drug" harm reduction.

Other business

There being no further business, the meeting adjourned at 2:04 p.m.

Respectfully submitted,

Carolyn Dwyer, Chair

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.