Standard 9: Integrity, Transparency, and Public Disclosure

"Of all affairs, communication is the most wonderful." –John Dewey

Overview

The university's mission, vision, and strategic plan reflect its status as a public, land-grant institution dedicated to research, education, and contributions to the larger community. In accordance with Vermont law, the university draws its authority to operate within the state and to grant degrees from its charter, documented on the website of the Vermont General Assembly. Internally, its governing structure, including responsibilities of the Faculty Senate, administration, and Board of Trustees, ensure that the university's activities are compatible with its mission, and that it operates within expectations for transparency and public disclosure appropriate to a public land-grant university (see also Standard 3).

Integrity

Description

Four important statements guide the university in its commitment to integrity: the mission statement, the Our Common Ground values statement, the President's First Amendment Statement, and the President's Ethics Statement, which draws on the university motto itself, *Studiis et Rebus Honestis*, "Integrity in Theoretical and Practical Pursuits." The President's Ethics Statement is explicitly linked to policies that promote integrity in conduct and interactions between members of the UVM community.

These aspirational statements are posted and referenced in multiple locations across uvm.edu, and are in place across physical locations on campus, from the Office of the President website to the university catalogue, to granite benches outside the Davis Center displaying the Common Ground values. In this way, the institution foregrounds integrity in all areas of its activities, and operationalizes these values across the university via policies, appropriate staffing of key offices, and a variety of procedures and trainings.

As outlined in Standard 3, bylaws for the Board of Trustees govern its structure and actions, affirming expectations that the board will abide by the law and act with integrity. In 2009, the Board of Trustees approved the creation of a compliance program in part to (i) reduce the risk of violations, (ii) mitigate identified violations, (iii) maintain public trust, and (iv) provide a framework for all members of the UVM community to encourage and support ethical behavior in all university-related activities.

The University of Vermont's Office of Audit and Compliance Services maintains an extensive institutional policy website. In general, the university's policies are reviewed on a three-year cycle, unless otherwise specified in the individual policy. By establishing specific requirements for all members of the University community, policies connect the university's mission to individual conduct, institutionalize impartial expectations, and support compliance with laws and regulations.

In 2017, the university updated its Code of Conduct and Ethical Standards to foreground the importance of ethical behavior; this document now serves as the foundation for the University Compliance Program. Other policies and procedures relating to responsibility, ethics, and integrity include, but are not limited to, Conflict of Interest and Conflict of Commitment; Financial Conflict of Interest in Sponsored Research; Sexual Harassment and Misconduct; Misconduct in Research and Other Scholarly Activities; and the Discrimination and Harassment Policy.

All staff and faculty have the ability to report suspected wrongdoing confidentially. In October 2016, the university created the Whistleblower Policy: Reporting, Protections and Non-Retaliation. This policy emphasizes the university's expectations and procedures for reporting suspected violations, which include an anonymous hotline, the Ethics and Compliance Reporting and HelpLine. It also affirms the university's commitment to protect reporters from retaliation.

Other important policies and procedures ensure the privacy and security of protected information and articulate the rights of faculty, staff, and students to their personal information. These include, among others, policies on the protection of personal data, video surveillance, and information security procedures. The Dean of Student's Office also maintains a web page dedicated to confidentiality and FERPA.

Vermont state statute further requires all US citizens in faculty positions at publicly funded universities to subscribe to an oath to support the US Constitution, the Vermont Constitution, and all state and federal laws. All faculty at the university who are US citizens subscribe to this oath when they sign their faculty appointment letters.

All of these policies and the Our Common Ground values statement help ensure that the university treats students, faculty, and staff fairly. As noted in Standard 6, the university's statement on academic freedom, reaffirmed in 2009, encodes the institution's commitment to freedom of speech and its obligation to "provide an atmosphere in which intellectual growth may take place." Collective bargaining agreements and other documents outlining faculty and represented staff rights are summarized in Standards 6 and 7; Human Resources Services also has a process for non-represented staff to report and address grievances. Faculty and staff may also seek redress if they feel they have been treated unfairly through an onsite consultant provided by the Employee Assistance Program.

In compliance with Federal Program Integrity Rule, the University of Vermont clearly articulates pathways for individuals who wish to submit complaints. UVM expects that any student complaint will be filed in accordance with procedures currently in place before resolution is sought from a state agency or the university's accreditation body. UVM has also created detailed yet understandable procedures for addressing disciplinary actions involving employees. Human Resource Services outlines its recommendations for supervisors in following a progressive discipline model and offers support and guidance to managers as they navigate the process.

Guarding against discrimination in all forms is of critical importance to the University of Vermont. The university's Equal Opportunity statements outline how this commitment is extended to prospective and current community members. UVM's Office of Affirmative Action and Equal Opportunity works to ensure compliance with state and federal laws and university policies related to discrimination. Twice per year, the Office of Admissions holds training for staff on Equal Opportunity and Affirmative Action as it relates to application review.

The university follows all legal requirements for making available the annual security report. At the intersection of safety, privacy, and academic integrity, a number of policies outline expectations for appropriate activities on campus, including campus speakers; facilities and grounds use; solicitation; protection of minors, use of university research facilities and equipment by external users; and filming on campus.

UVM is fully compliant with all NECHE Commission standards, policies, requirements of affiliation, and requests. All reports have been submitted in a timely manner in compliance with NECHE requirements. Any anticipated changes were, and continue to be, communicated to NECHE prior to moving forward, most recently as UVM prepared to submit a substantive change form related to a new

campus location for the training of Larner College of Medicine students, to be submitted to NECHE in early 2019.

Appraisal

The university has excelled in fully integrating its Our Common Ground values into the culture and identity of the institution. From the creation of the Our Common Ground Staff Award to the inclusion of these values on every course page on Blackboard, UVM has embraced values such as integrity and justice in visible ways. Perhaps the most significant is the central role of the Our Common Ground values statement in the experience of incoming first-year students, who reflect on their meaning and pledge to uphold these values as part of a twilight induction ceremony held their first weekend on campus.

Similarly, the university has made great strides towards fostering a culture of compliance. At every encounter with new employees, new faculty, or new leadership, the Office of Compliance Services provides training on the Code of Conduct and Ethical Standards. Additionally, the director of compliance presents regularly on the topic at staff, department, leadership, and other committee meetings. The outcomes of this work are evident in results from the Office of Compliance Services' annual Culture of Compliance Survey for faculty, staff, and student employees. Between 2015 and 2017, the percentage of respondents that agree UVM fosters a culture of compliance rose from 76 percent to 81 percent.

Expectations for students to act responsibly, ethically and with integrity are clearly communicated through a variety of venues such as June Orientation; Opening Weekend programming; and the *Know the Code* pamphlet; and through advising sessions; emailed policy notices in the fall, spring, and summer terms; and tabling events in the Davis Center. The Center for Student Conduct also works to educate faculty about the Code of Academic Integrity and has created an efficient method for faculty to report all suspected deliberate violations (plagiarism, fabrication, collusion, or cheating), via a web referral form.

A number of resources and initiatives are in place and underway on campus in order to further fair treatment for all and to foster an inclusive university community. These include resources such as the Bias Response Program; identity centers such as the Mosaic Center for Students of Color, the Women's Center, and the LGBTQA Center; and Student Accessibility Services, which provides exam accommodations to students with documented disabilities. Additionally, the President's Commission for Inclusive Excellence has worked to create a framework for inclusive excellence at the University of Vermont, a process that engaged the UVM community broadly to outline steps for building a more diverse, inclusive, and multiculturally competent campus.

The university has been recognized for its work in this area, including for its Preferred Name Policy, a national model for how to better serve students who do not identify with the name or gender they were assigned at birth. In 2018, UVM was named a Top LGBTQ-Friendly School. In 2014, 2015, and 2016, UVM was a recipient of the Higher Education Excellence in Diversity award by *INSIGHT Into Diversity* magazine. The same publication has also named UVM's Student Affairs Division a leading diversity workplace for four years in a row.

In Spring 2018, a student group organized to present a set of concerns regarding campus climate and educational offerings around diversity, demonstrating that university efforts to meet the promise of Our Common Ground must be extensive and tireless. A university website was established to communicate the students' concerns and the university's ongoing response.

Transparency

Description

The University of Vermont maintains a robust website containing information required by a variety of audiences and for a variety of purposes. The academic colleges, schools, and departments maintain distinct individual websites that expand on the published catalogue with more detailed information about educational offerings and expectations.

The UVM catalogue, available online—where it can also be downloaded in a printable PDF format—is updated and published annually to provide students and prospects at every level with the requirements for their degree program, as well as other relevant information on policies and procedures that are critical to their academic success at UVM. In addition to course descriptions and a complete outline of degree requirements, the catalogue also includes detailed information about costs and financial aid, and details important student processes such as course registration, housing, and more.

Important details related to academic calendars, transcripts, and enrollment policies are maintained on the website by the Office of the Registrar. The Office of the Registrar website also includes links to the UVM catalogue and to many important university policies that are directly related to students and with which they should be familiar. The catalogue also lists this information, as well as information about grading policies and the grade-appeal process. Student Financial Services maintains a website dedicated to providing detailed information for students regarding the costs of attendance at UVM and access to financial aid resources. Every effort is made to provide accurate and complete information to benefit students and to guide them in their related decision-making.

In its thorough web presence, UVM Admissions provides detailed information about how to apply, what materials are required for a complete application, UVM's entrance requirements, and our holistic approach to application review. The same information can be found in UVM's catalogue. Admissions, in partnership with University Creative Communications Services, also creates multiple publications for prospective students and school counselors. These publications characterize the school, share student experiences, outline educational offerings, and detail UVM's admissions profile. The implementation of Slate, a software system that tracks all interactions with students, counselors, and families, has allowed for greater oversight of all messages shared with these audiences.

The Center for Student Conduct maintains a website, which includes information about its programs and processes for student discipline. Additionally, from this website the public can link to a variety of policies outlining the process and procedures for addressing student behavior, as well as appeal procedures.

UVM makes its annual financial reports available on the University Financial Services website. For those seeking university documents and records not available online, the university has a Records and Documents Request Policy, in conformance with the Vermont Public Records Act.

Regular review is in place for all print and digital communications to ensure information is up to date and accurate, in consultation with the catalogue, Board of Trustees consent agendas, the Office of Institutional Research, and responsible officials around campus. Most print pieces are on a yearly run, with thorough review during each update. Multiple times each year, University Creative Communications Services updates a quick reference Facts and Figures sheet and shares it with those in the position of communicating about the university in order to ensure more accurate distribution of information university-wide. Any statements and promises made by the university with regards to program excellence, learning outcomes, and success in placement come from verifiable processes such as the Career Outcomes survey performed by the Division of Student Affairs and the Academic Program Review process administered by the Office of the Provost.

Appraisal

The university has engaged in a multiyear process to improve its marketing and communications via more cohesive branding, better storytelling, and increased support from a newly formed Creative Communications Services department. The work began with intensive interviews with broad campus and audience representation in order to distill a university identity as a fresh starting point for a new communications strategy. In the past two years, the university has redesigned nearly all of its marketing materials, provided regular and extensive education to those in communications roles, and has been steadily rolling out tools that help communicators ensure their work is accurate, up to date, and appropriately tells the UVM narrative.

A key tactic for communicating about the university to prospective audiences includes direct sharing from current students. This extends from the AdvoCat program—our Office of Admissions tour guides who are trained to be honest and authentic—to our social media strategy, which involves turning over access to our accounts to current students. In this way, we ensure that what we wish to communicate about the university is rooted in real students' experiences.

Concurrently, the university has been improving its web presence, converting from a homegrown publishing system to the Drupal content management system. This change means that web editors require far less technical expertise, removing one of the barriers to more frequent web edits and improving the problem of outdated information on uvm.edu. This transition to Drupal also provides the opportunity for a more cohesive web experience for site visitors; the web team, part of Creative Communications Services, can provide templates for critical pages such as departmental and degree-program sites. The transition to Drupal will offer web visitors such as prospective and current students more nimble navigation, with clearer and more consistent organization of key points of information.

The transition has also created the opportunity for the web team to conduct thorough site reviews as university webmasters bring their pages into the new system. Each site must go through a site-launch checklist, which promotes accurate information, adherence to university standards, and attention to legal requirements in the area of web accessibility.

Like most universities, UVM is faced with challenges in the area of web accessibility and has entered into a resolution agreement with the Office of Civil Rights. Before the complaint was filed, a web accessibility task force had already been convened and had completed several months of work to improve web accessibility at the university. A plan for compliance with accessibility requirements will be implemented during AY 2018–2019.

Public Disclosure

Description

The university catalogue is updated annually to reflect the current status of UVM's educational offerings, including the obligations and responsibilities of students and the institution. It reflects the university's mission; its status as a public university; its accreditation status; admissions policies and procedures; financial information, including tuition and fees; information for transfer students; articulation agreements; procedures for student appeals and complaints; withdrawal information; a list of academic programs and courses currently offered; and specific degree requirements. Much of this information is also available through relevant locations on the university website, including the UVM Policy website, Student Financial Services, Office of Admissions, and Office of the Registrar. The Office of Audit and Compliance Services provides a consumer disclosure site as required under the Higher Education Opportunity Act. Student Financial Services provides valuable tools such as a net price calculator to help inform students about out-of-pocket costs for a UVM education.

An "About UVM" section in the main navigation of the homepage also provides information that further characterizes the school and describes its campus and surroundings. Beyond the website, the university uses a variety of social media channels to share information and interact with its audiences. A directory of active accounts is available on the website. Additionally, the university's website includes information about the President's Strategic Action Plan, detailing UVM's commitment to access, academic excellence, and effectiveness. Similarly, the Office of the Provost describes the Academic Excellence Goals for the university.

Along with its role of maintaining the official faculty and staff headcount from year to year and publishing the list of faculty and staff base pay, as per agreements with the State of Vermont, the Office of Institutional Research publishes the UVM organization chart of senior leadership. The chart is updated regularly, as positions are filled or other changes warrant. The Office of Institutional Research also publishes and makes available data pertaining to retention and graduation rates, data from the National Survey of Student Engagement, and post-graduation success data. Passage rates for licensure examinations are published by the departments.

Alumni volunteers who may be representing the university at college fairs and other venues are given a yearly training and are provided with an instructional manual with updated facts and talking points about UVM. Occasionally, the university contracts with organizations to help represent the institution to prospective students and other audiences. In these cases, the university works closely with the organization to ensure clarity and accuracy of information being represented. In the case of Study Group, the university's partner in recruiting international students, the university conducts thorough reviews of web and printed materials as they are developed.

Appraisal

The university successfully discloses pertinent information to interested parties and continues to identify areas for improvement and works to implement these changes. As described in Standard 8, the new Catamount Data Center created by the Office of Institutional Research empower users, including the public, to research facts and characteristics about the University of Vermont over the past 20 years. This tool replaces a multitude of static reports and PDFs previously spread across different web locations, allowing faculty, staff, students, and the public to access institutional data more easily.

While degree requirement information can be found in the catalogue, the presentation of degree requirements is not consistent across all academic units and webpages. This situation will improve as

academic units come into the new content management system and new templates and tools are rolled out to campus webmasters. This issue is related to progress with Drupal migration; while a significant number of websites have already migrated to the new Drupal environment—including Admissions, the Registrar, Student Financial Services, and many academic units—a number of sites are in process or yet to transition.

Although each college has catalogue update procedures in place, "catalogue clean-up" of out-of-date courses represents a significant challenge for the institution. The Office of the Registrar, along with the Office of the Provost, deans' offices, the Curricular Affairs Committee, and the Educational Stewardship Committee, are collaborating to establish a process to identify out-of-date courses and ensure that these are removed from the catalogue when they no longer meet the standard as currently offered—that is, if they have not been offered within the past two years and are not scheduled to be offered during the upcoming year.

Projections

- The web team will continue to work with high-priority units to launch their new sites within the Drupal environment. By the end of FY 2021, they will accomplish at least 75 percent migration to Drupal.

- A new process for maintaining the currency of the university catalogue so that it accurately reflects current offerings will be developed and implemented across AY 2018–2019 and AY 2019–2020, through collaboration between the Office of the Provost, the Office of the Registrar, deans' offices, the Curricular Affairs Committee of the Faculty Senate, and the Educational Stewardship Committee.

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(Integrity)

? Policies	Last Updated ?	Website location where policy is posted	Responsible Office or Committee
Academic honesty	05/10/2017	https://www.uvm.edu/policies/student/acadintegrity.pdf	Vice Provost for Student Affairs
Intellectual property rights	05/09/2013	www.uvm.edu/policies/general_html/intellectualproperty.pdf	Vice President for Research
Conflict of interest	09/15/14	http://www.uvm.edu/policies/general_html/conflictinterest.pdf	President
Financial conflict of interest in research	01/22/2013	www.uvm.edu/policies/grants/researchcoi.pdf	Vice President for Research
Privacy rights	08/17/2012	www.uvm.edu/policies/general_html/privacy.pdf	Chief Privacy Officer
Fairness for students	02/03/18	http://www.uvm.edu/policies/general_html/affirm.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Fairness for faculty	02/03/19	http://www.uvm.edu/policies/general_html/affirm.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Fairness for staff	02/03/20	http://www.uvm.edu/policies/general_html/affirm.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Academic freedom	02/07/2009	https://www.uvm.edu/~facrsrcs/University%20Manual.pdf	Faculty Senate
Research	02/17/2017	www.uvm.edu/irb/Research%20and%20Policies%20and%20Procedures%20Manuals/researchmanual.htm	Research Protections Office
Title IX	08/26/2016	http://www.uvm.edu/policies/general_html/sexharass.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Other; specify			
Code of Conduct and Ethical Standards	02/04/2017	www.uvm.edu/policies/general_html/businessconduct.pdf	President
Misconduct in Research and Other Scholarly Activities	09/07/2010	www.uvm.edu/policies/grants/researchmisconduct.pdf	Vice President for Research
Campus Speaker	02/04/2004	http://www.uvm.edu/policies/general_html/campus_speaker.pdf	Vice President for University Relations and Administration
Facilities and Grounds Use	10/12/2011	http://www.uvm.edu/policies/facil/facsched.pdf	Vice President for University Relations and Administration
Protecting Minors	03/01/2017	http://www.uvm.edu/policies/general_html/protectminors.pdf	Vice President for University Relations and Administration
Use of University Research Facilities and Equipment by External Users	05/04/2006	http://www.uvm.edu/policies/grants/researchfacil.pdf	Vice President for Research
Filming on Campus	06/18/2014	https://www.uvm.edu/policies/general_html/filming_on_campus.pdf	Vice President for University Relations & Administration
Alcohol, Cannabis and Other Drug Use -Students	01/30/2018	http://www.uvm.edu/policies/student/drugandalco.pdf	Vice Provost for Student Affairs
Hazing	05/20/2017	http://www.uvm.edu/policies/student/hazing.pdf	Vice Provost for Student Affairs
Data Breach Notification	08/23/2016	http://www.uvm.edu/policies/general_html/databreach.pdf	Chief Privacy Officer
Computer, Communication, and Network Technology Acceptable Use	04/12/2010	http://www.uvm.edu/policies/cit/compuse.pdf	Dean of University Libraries and Chief Information Officer
Solicitation	01/22/2015	http://www.uvm.edu/policies/general_html/solicitation.pdf	Vice President for University Relations and Administration
Non-discrimination policies			
Recruitment and admissions	02/04/2017	www.uvm.edu/policies/student/equaledu.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Employment	02/04/2017	www.uvm.edu/policies/student/equaledu.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Evaluation		www.uvm.edu/hrs/?Page=info/relations/paprocess.html&SM=info/infomenu.html	
Disciplinary action	10/10/2016	www.uvm.edu/policies/general_html/whistleblower.pdf	President
Advancement	02/03/18	http://www.uvm.edu/policies/general_html/affirm.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Other; specify			
Disability Certification, Accommodation and Support-Students	08/18/2015	www.uvm.edu/policies/student/disability.pdf	Vice Provost for Student Affairs
Discrimination and Harassment	10/10/2016	www.uvm.edu/policies/student/studentharas.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Equal Opportunity in Educational Programs and Activities and Non-Harassment		www.uvm.edu/policies/student/equaledu.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs

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Resolution of grievances

Students	08/26/2016	www.uvm.edu/policies/student/studentcode.pdf	Vice Provost for Student Affairs
Faculty	06/09/2016	http://www.uvm.edu/policies/hr/complaint.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs
Staff	06/09/2016	www.uvm.edu/policies/hr/complaint.pdf	Vice President for Human Resources, Diversity and Multicultural Affairs

? Other	Last Updated	**Website location or Publication**	**Responsible Office or Committee**
FERPA Rights Disclosure	05/05/2016	www.uvm.edu/policies/student/ferpa.pdf	Provost and Senior Vice President
Our Common Ground		http://www.uvm.edu/president/?Page=miscellaneous/commonground.html	President
President's Ethics Statement		http://www.uvm.edu/president/?Page=ethics_statement.html	President
Vision, Mission & Goals		https://www.uvm.edu/president/?Page=mission.html	President
University Charter		https://legislature.vermont.gov/statutes/fullchapter/16APPENDIX/001	Vermont Legislature
Board of Trustees Bylaws	3/16/2015	http://www.uvm.edu/trustees/policymanual/II%202%20University%20Bylaws.pdf	Board of Trustees
Office of Audit and Compliance Services		https://www.uvm.edu/compliance/compliance_services	
Academic Freedom Statement	2/7/2009	http://www.uvm.edu/trustees/policymanual/VIII%202A%20Academic%20Freedom%20and%20Responsibility.pdf	Board of Trustees
Office of Affirmative Action and Equal Opportunity		https://www.uvm.edu/aaeo	
Housing and Meal Plan Contract	2018	https://reslife.uvm.edu/files/2018-2019_reslife_contract.pdf	
Student Organization MisconductInvestigation and Resolution	10/10/2017	http://www.uvm.edu/policies/general_html/studentorg.pdf	Vice Provost for Student Affairs
Information Security Procedures	1/11/2013	http://www.uvm.edu/policies/cit/infosecurityprocedures.pdf	Dean of University Libraries and Chief Information Officer
Video Surveillance	5/8/2017	http://www.uvm.edu/policies/general_html/video_surveillance.pdf	Vice President for University Relations & Administration
Privacy Procedures for Protected Personal Data	8/17/2012	http://www.uvm.edu/policies/general_html/privacyprocedures.pdf	Chief Compliance and Privacy Officer

Please enter any explanatory notes in the box below

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(Transparency)

Information	Website location and/or Relevant Publication(s)
How can inquiries be made about the institution? Where can questions be addressed?	https://www.uvm.edu/contact_uvm
Notice of availability of publications and of audited financial statement or fair summary	http://www.uvm.edu/~cntrllrs/?Page=fras/fin_statements.html&SM=frasmenu.html
Processes for admissions	https://www.uvm.edu/admissions
Processes for employment	http://www.uvm.edu/hrs/?Page=employment/find_a_job.php
Processes for grading	https://www.uvm.edu/registrar
Processes for assessment	http://www.uvm.edu/assessment/?Page=about/about.html
Processes for student discipline	http://www.uvm.edu/sconduct/?Page=parentfaq.html
Processes for consideration of complaints and appeals	http://www.uvm.edu/sconduct/?Page=SanctioningProcedures.html&SM=menu-student.html

List below the statements or promises made regarding program excellence, learning outcomes, success in placement, and achievements of graduates or faculty and indicate where valid documentation can be found.

Statement/Promise	Website location and/or publication where valid documentation can be found

Date of last review of:	
Print publications	Annual review cycle
Digital publications	Ongoing updates as needed

Please enter any explanatory notes in the box below

UVM is not a for-profit university and does not have promise statements on our websites.

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(Public Disclosure)

Information	Website location
Institutional catalog	http://catalogue.uvm.edu/undergraduate/cataloguearchives/
Obligations and responsibilities of students and the institution	http://catalogue.uvm.edu/undergraduate/academicinfo/rightsandresponsibilities/
Information on admission and attendance	https://www.uvm.edu/~oir/?Page=Census_Enroll_Repts.html&SM=submenu_adm_enroll.html
Institutional mission and objectives	https://www.uvm.edu/president/?Page=mission.html
Expected educational outcomes	https://www.uvm.edu/~oir/?Page=career_outcomes.html&SM=submenu_ret_grad_deg.html
Status as public or independent institution; status as not-for-profit or for-profit; religious affiliation	https://www.uvm.edu/history_and_traditions
Requirements, procedures and policies re: admissions	http://www.uvm.edu/admissions/undergraduate/first_year_applicants, http://www.uvm.edu/graduate/application_instructions, http://www.uvm.edu/admissions/undergraduate/transfer_applicants
Requirements, procedures and policies re: transfer credit	http://www.uvm.edu/~rgweb/?Page=transferringcredit/t_UVM.html&SM=t_menu.html
A list of institutions with which the institution has an articulation agreement	http://catalogue.uvm.edu/undergraduate/admissioninfo/articulationagreements/, https://www.uvm.edu/academics/catalogue2012-13/?Page=allpolicies.php&SM=policymenu.html&policy=Articulation%20Agreements
Student fees, charges and refund policies	https://www.uvm.edu/studentfinancialservices/undergraduate_tuition_and_fees, http://www.uvm.edu/studentfinancialservices/net_price_calculator, http://catalogue.uvm.edu/graduate/admissionfinancial/tuitionfees/, https://www.uvm.edu/studentfinancialservices/tuition_refunds
Rules and regulations for student conduct	http://www.uvm.edu/policies/student/studentcode.pdf, https://www.uvm.edu/sconduct/
Procedures for student appeals and complaints	https://www.uvm.edu/sconduct/?Page=preparing_appeal.html&SM=menu-student.html, https://www.uvm.edu/sconduct/?Page=preparing_academic.html&SM=menu-student.html, https://www.uvm.edu/sconduct/?Page=preparing_conduct.html&SM=menu-student.html
Other information re: attending or withdrawing from the institution	https://www.uvm.edu/~rgweb/?Page=policiesandprocedures/p_withdrawal.html&SM=p_menu.html
Academic programs	https://www.uvm.edu/academics/majors_minors_and_graduate_programs
Courses currently offered	https://www.uvm.edu/academics/courses/
Other available educational opportunities	https://www.uvm.edu/four, https://www.uvm.edu/oie, http://www.uvm.edu/~career/
Other academic policies and procedures	https://www.uvm.edu/academics/catalogue2013-14/?Page=allpolicies.php&SM=policymenu.html&category=academic_policies, https://www.uvm.edu/~rgweb/?Page=policiesandprocedures/p_policymain.html&SM=p_menu.html, http://www.uvm.edu/cas/academic_policies_and_information
Requirements for degrees and other forms of academic recognition	http://catalogue.uvm.edu/undergraduate/academicinfo/degreerequirements/
List of continuing faculty, indicating department or program affiliation, degrees held, and institutions granting them	http://catalogue.uvm.edu/undergraduate/faculty/fulltime/
Names and positions of administrative officers	https://www.uvm.edu/~oir/org.html
Names, principal affiliations of governing board members	https://www.uvm.edu/trustees/?Page=members/allmembers.html
Locations and programs available at branch campuses, other instructional locations, and overseas operations at which students can enroll for a degree, along with a description of programs and services available at each location	N/A
Programs, courses, services, and personnel not available in any given academic year.	N/A
Size and characteristics of the student body	http://www.uvm.edu/~oir/?Page=data_center_student.html
Description of the campus setting	https://www.uvm.edu/uvm_facts
Availability of academic and other support services	https://www.uvm.edu/academicsuccess
Range of co-curricular and non-academic opportunities available to students	http://www.uvm.edu/sga/?Page=clubs.php&SM=menu_clubs.html, http://www.uvm.edu/~slife/?Page=service.html&SM=service_menu.html, http://uvmbored.com/, http://www.uvm.edu/studentlife/
Institutional learning and physical resources from which a student can reasonably be expected to benefit	https://library.uvm.edu/ , http://www.uvm.edu/map
Institutional goals for students' education	http://www.uvm.edu/provost/ACADEMIC%20EXCELLENCE%20GOALS%20FOR%20THE%20UNIVERSITY%20OF%20VERMONT.pdf
Success of students in achieving institutional goals including rates of retention and graduation and other measure of student success appropriate to institutional mission. Passage rates for licensure exams, as appropriate	http://www.uvm.edu/~oir/
Total cost of education and net price, including availability of financial aid and typical length of study	https://www.uvm.edu/studentfinancialservices/undergraduate_tuition_and_fees, https://www.uvm.edu/studentfinancialservices/net_price_calculator, https://www.uvm.edu/studentfinancialservices/
Previous Years' data on the average borrowing amount of undergrads and the % of students taking out loans	Common Data Set, Section H5: https://www.uvm.edu/~oir/?Page=common_data.html
Statement about accreditation	http://www.uvm.edu/~accredit/