

**University of Aberdeen – University of Vermont Leadership  
Exchange Program May 23-25, 2023**

Alumni House Silver Pavilion, University of Vermont  
61 Summit St, Burlington, VT 05401

**DAY 1 – TUESDAY, MAY 23, 2023**

<b>Time</b>	<b>Focus/Activity</b>
9.00 am	<b>Welcome and Opening Comments</b> <ul style="list-style-type: none"> <li>- Land Acknowledgment</li> <li>- Welcome &amp; logistics by <a href="#">Prof. Jane Okech</a>, Vice Provost for Faculty Affairs</li> <li>- Introduction to UVM by <a href="#">Prof. Patricia Prelock</a>, Provost &amp; Senior Vice President</li> <li>- Introduction to the University of Aberdeen by <a href="#">Debbie Dyker</a>, Director of People</li> </ul>
9.30 am	<b>The Context for Leadership &amp; Global Exchanges</b> <ul style="list-style-type: none"> <li>- <a href="#">Richard Sharpe</a>, Managing Director, <a href="#">Elementa Leadership</a></li> <li>- The value and importance of a global university leadership learning exchange (Why? How? What?)</li> <li>- An opportunity for all leaders (UVM and Aberdeen) to introduce themselves to each other</li> </ul>
10.00 am	<b>UVM Strategy and Strategic Ambition</b> <ul style="list-style-type: none"> <li>- Prof. Patricia Prelock, Provost &amp; Senior Vice President</li> <li>- Understanding University of Vermont strategic ambition and associated priorities and an overview of how the university aims to maintain its financial sustainability (with Q&amp;A)</li> </ul>
10:30 am	<b>Break</b>
10.45 am	<b>University of Aberdeen Strategy and Strategic Ambition</b> <ul style="list-style-type: none"> <li>- <a href="#">Prof. Karl Leydecker</a>, Senior Vice-Principal, University of Aberdeen (Via Teams)</li> <li>- Understanding University of Aberdeen strategic ambition and associated priorities and an overview of how the university aims to maintain its financial sustainability (with Q&amp;A)</li> </ul>
11.15 am	<b>Strategic Challenges and Opportunities – Breakout Groups (x3)</b> <ul style="list-style-type: none"> <li>- What strategic opportunities and challenges do UVM and Aberdeen have in common?</li> <li>- What enables and/or constrains the effective implementation of strategy at UVM and at Aberdeen?</li> <li>- What could leaders do differently to better implement strategy at UVM and the University of Aberdeen? How might they be better supported?</li> <li>- Followed by report backs and plenary discussion (what can we learn from each other?)</li> </ul>
12.30 pm	<b>Lunch</b> <ul style="list-style-type: none"> <li>* Opportunity for leadership role-based pods to convene over lunch to begin to exchange around their strategic vision/aspiration for their ‘unit’ and reflect on their leadership experiences</li> </ul>
2.00 pm	<b>UVM Campus Tour</b> <ul style="list-style-type: none"> <li>*See page 4 for details</li> </ul>
4.00 pm	<ul style="list-style-type: none"> <li>- <b>Close</b></li> </ul>

## DAY 2 – WEDNESDAY, MAY 24, 2023

Time	Focus/Activity
09:00 am	<b>UVM Research Strategy and Ambition</b> - <a href="#">Kirk Dombrowski</a> , Vice President for Research, UVM Understanding UVM’s research ambition and associated priorities (with Q&A)
09:45 am	<b>University of Aberdeen Research Strategy and Ambition</b> - <a href="#">Dr Liz Rattray</a> Director for Research and Innovation (via Teams) - Understanding Aberdeen’s research ambition and associated priorities (with Q&A)
10:30 am	<b>Break</b>
10:50 am	<b>Research Culture and Strategy – Breakout Groups (x3)</b> - A brief contextual discussion on the research cultures at UVM and Aberdeen - What are the strengths and weaknesses of the research culture (e.g., the ease of interdisciplinary collaboration and the career paths of researchers) at UVM and Aberdeen? - How clear are UVM and Aberdeen about research priorities? - What helps and what hinders the delivery of impactful research at UVM and Aberdeen? - What, if anything, might leaders at UVM and Aberdeen need to do differently to enable future research success? Followed by report backs and plenary discussion (what can we learn from each other?)
12:30 pm	<b>Lunch</b>
1:30 pm	<b>Role-Based Leadership Exchanges – Leadership Role-Based Pods</b> - An opportunity for leaders in similar roles at UVM and Aberdeen to learn from each other - The questions to guide these exchanges might be: <ul style="list-style-type: none"> <li>• What are you trying to achieve with your college/school/department/administrative unit?</li> <li>• What progress are you making? (Research; fiscal stability; academic, diversity and inclusive excellence, etc.)</li> <li>• What are the challenges, constraints, and dilemmas that you are facing?</li> <li>• What are you learning about leadership and its impact on institutions’ success with their initiatives?</li> </ul>
3.30 pm	<b>Role-Based Leadership Exchanges – Report Backs/Learning</b> - Each leadership role-based pod briefly reports back on key learning/benefits
4.00 pm	<b>Close</b>
6.00-8.00 pm	<b>Dinner Venue - Alumni House Silver Pavilion, 61 Summit Street, Burlington, VT 05401</b>

## DAY 3 - THURSDAY, MAY 25, 2023

Time	Focus/Activity
09:00 am	<b>UVM Student Experience and Student Success</b> <ul style="list-style-type: none"> <li>- <a href="#">Jennifer Dickinson</a>, Vice Provost for Academic Affairs and Student Success</li> <li>- Understanding UVM's ambition and plan for providing foundations and programs for student success</li> <li>- <a href="#">Erica Caloiero</a>, Vice Provost for Student Affairs</li> <li>- Understanding UVM's ambition and plan for providing a distinctive and attractive student experience. Includes Q&amp;A</li> </ul>
09:45 am	<b>University of Aberdeen Student Experience and Student Success</b> <ul style="list-style-type: none"> <li>- <a href="#">Prof. Ruth Taylor</a>, Vice-Principal Education (via Teams)</li> </ul> Understanding Aberdeen's ambition and plan for providing a distinctive and attractive student experience and foundations for student success. Includes Q&A
10:30 am	<b>Break</b>
10:45 am	<b>Student Experience and Student Success – Breakout Groups (x3)</b> <ul style="list-style-type: none"> <li>- What is the demographic composition of undergraduate and graduate students at UVM and Aberdeen?</li> <li>- How does the demographic composition impact the students experience at UVM and Aberdeen?</li> <li>- What is particularly distinctive about the student experience at UVM and at Aberdeen?</li> <li>- What are the enablers (and potential constraints) of student success at UVM and at Aberdeen?</li> <li>- What, if anything, do UVM and Aberdeen need to do differently to further enhance a distinctive student experience and improve student success?</li> </ul> Followed by report backs and plenary discussion (what can we learn from each other?)
11.45 pm	<b>Faculty and Administrative Staff Experience and Success – Breakout Groups (x3)</b> <ul style="list-style-type: none"> <li>- What is the demographic composition of faculty and administrative staff at UVM and Aberdeen?</li> <li>- How does the demographic composition impact the faculty and administrative staff experience at UVM and Aberdeen?</li> <li>- What is particularly distinctive about the faculty and administrative staff experience at UVM and at Aberdeen?</li> <li>- What are the enablers (and potential constraints) of faculty and administrative staff success at UVM and at Aberdeen?</li> <li>- What, if anything, do UVM and Aberdeen need to do differently to further enhance a distinctive faculty and administrative staff experience and improve the academic-administrative interface?</li> <li>- Followed by report backs and plenary discussion (what can we learn from each other?)</li> </ul>
12:30 pm	<b>Lunch</b>
1.30 pm	<ul style="list-style-type: none"> <li>- <b>Learning from UVM/Aberdeen – Reflection and Sense Making</b> - Breakout into separate UVM and Aberdeen groups for this session</li> <li>- UVM and Aberdeen groups to reflect and make sense of the exchanges that have taken place.               <ol style="list-style-type: none"> <li>a) What seem to be the core strengths/areas of distinctiveness of UVM/Aberdeen?</li> <li>b) How might UVM/Aberdeen build on the core strengths/areas of distinctiveness?</li> <li>c) What might we change or improve as a result of this exchange?</li> <li>d) What might we do differently as leaders?</li> </ol> </li> </ul>
2.15 pm	<b>Break</b>
2.30 pm	<b>Learning from UVM/Aberdeen – Mutual Feedback/Exchange</b> <ul style="list-style-type: none"> <li>- UVM and Aberdeen groups to present and discuss their sense making and reflections</li> </ul>
3.15 pm	<b>Closing Comments and Reflections</b> <ul style="list-style-type: none"> <li>- Prof. Patricia Prelock, Provost &amp; Senior Vice President, UVM</li> <li>- Debbie Dyker, Director of People, University of Aberdeen</li> </ul>
3.30 pm	<b>Close</b>

### **SCHEDULED TOURS/MEETINGS (2.00-4.00 pm)**

1. May 23, 2023, Rebecca Wilcox, Professor of Pathology and Associate Dean for Faculty Affairs., & Jane Carney, Professor of Medicine and Associate Dean for Public Health & Health Policy (LCOM Team) at 2.00-4.00 pm (UA Guest, Professor *Colin Lumsden*)
2. May 23, 2023, Meeting with Trenten D. Klingerman, Vice President for Legal Affairs & General Counsel, at 2.15-3.00pm, Waterman Building (UA Guests Directorate of People Team, *Debbie Dyker, Samantha Waldram, Nick Edwrds, and Tracey Innes*)
3. May 23, 2023, UVM Historic Tour, 2.00-4.00 pm; Tour Guide, Dr. William Averyt, Retired UVM Professor (US Guests, *Nir Oren, Georgios Leontidis, Stuart Durkin, Sandie Cleland, Charlaine Simpson, Richard Sharpe, & Beth Lord*) see link for more details: <https://learn.uvm.edu/blog/blog-education/uvm-historic-tour>