

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

PRESIDENTIAL SEARCH COMMITTEE

Co-Chairs David Daigle and Ron Lumbra, Afi Ahmadi, Cynthia Barnhart, David Barrington, Robert Brennan, Britten Chase, Meghan Cope, Kathryn Fox, Xavier Giddings, Ryan Hargraves, Wanda Heading-Grant, Sidney Hilker, Shane Jacobson, Bernard Juskiwicz, Debra Leonard, Ed Pagano, Polly Parsons, Cathy Rahill, Diane Seder, Shap Smith, Tristan Toleno, Thomas Vogelmann and Leon Walls

Tuesday, September 11, 2018

3:00 p.m. to 5:00 p.m.

Memorial Lounge, 338 Waterman Building

AGENDA

Item	Enclosure/ Exemption	Discussion Leader	Time
			*3:00 p.m.
	Call to Order		
1.	Introductions	David Daigle	3:00-3:10
2.	Charge to the Search Committee	Attachment 1 Ron Lumbra	3:10-3:25
3.	Search Process and Timeline	Attachments 2 & 3 Ron Lumbra Robin Mamlet	3:25-3:55
4.	Leadership Profile	David Daigle Dennis Barden	3:55-4:10
5.	Information Gathering Process <ul style="list-style-type: none"> • Governance Groups • President's Commission for Inclusive Excellence • Invitation to Comment 	Ron Lumbra	4:10-4:25
	Motion to Enter Executive Session**	Exemption David Daigle	
6.	UVM Presidential Search	Confidential Attorney-Client Communications Sharon Reich Paulsen	4:25-4:55
	Motion to Go Out of Executive Session	David Daigle	
7.	Other Business	Ron Lumbra	4:55-5:00
	Motion to Adjourn		*5:00 p.m.

*Time is approximate

**The Chair will enter a motion to enter into Executive Session to discuss confidential attorney-client communications. No action is anticipated following.

Charge to the Presidential Search Committee

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

Among the essential duties of the Presidential Search Committee are:

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

Approved by the Board of Trustees on September 8, 2018

Presidential Search Committee Meetings & Interview Dates

2018

MEETING 1

Date: Tuesday, September 11th
Time: 3:00 – 5:00 p.m.
Location: *Memorial Lounge, 338 Waterman Building*

MEETING 2

Date: Thursday, October 4th
Time: 2:00 – 4:00 p.m.
Location: *Marsh Room (B308) Billings Library*

MEETING 3

Date: Thursday, October 25th
Time: 3:30 – 5:30 p.m.
Location: *Sugar Maple Ballroom (400) Davis Center*

MEETING 4

Date: Friday, November 16th
Time: 8:00 a.m. - 12:00 p.m.
Location: *Memorial Lounge, 338 Waterman Building*

MEETING 5 (semi-finalist interviews)

Date: Sunday, December 2 – Wednesday, December 5
Time: All Day (arrive Sunday by 6:00 p.m.)
Location: NY (hosted by Ron Lumbra at Hedrick & Struggles')

2019

MEETING 6

Date: Thursday, January 31
Time: 2 hours TBD
Location: *Sugar Maple Ballroom (400) Davis Center*

Saturday February 2, Board of Trustees Meeting



The University of Vermont

Search for a President

The University of Vermont (UVM), one of the most historic and successful universities in America, seeks a President who can inspire its people, build upon its striking success, and help it fulfill its vision as one of the nation's premier small research universities. This is a unique opportunity for a new leader to build on the exceptional strengths and unique characteristics of UVM.

Since 1791, the University of Vermont has worked to move humankind forward. Today, UVM is a top 100 research university of an ideal size, large enough to offer a breadth of ideas, resources, and opportunities, yet small enough to enable close faculty-student mentorship across all levels of study, from bachelor's to M.D. programs. UVM enrolls 12,000 degree-seeking students, including more than 10,000 undergraduates and over 1,900 graduate students. The University is home to seven undergraduate schools and colleges, an Honors College, a graduate college, a medical school, and a division of continuing and distance education. The University attracts a distinguished faculty and has steadily built its research enterprise, growing sponsored research from \$65 million in 1999 to over \$138 million in 2016. The University's Foundation announced in July 2018 that it had exceeded its \$500 million comprehensive campaign goal one year ahead of schedule.

Vermont's land grant and only comprehensive university, UVM was founded as a private institution in 1791; it has always been an essential civic force in Vermont. As an instrumentality of the state, UVM is a separate corporate entity from the State of Vermont and owns its own land and buildings, manages its own capital and operating budget, sets its own tuition and fees, and employs its own faculty and staff. UVM's governance is an explicit blend of public and private, with a 25-person Board of Trustees balanced between private and public members to whom the President will report.

UVM derives much of its distinctive character from Vermont's unique culture and intense sense of place. Reflecting the natural environment that Vermont occupies and nurtures, the UVM campus sits atop Burlington's highest ridgeline overlooking Lake Champlain, between the Green Mountains to the east and the high peaks of the Adirondacks to the west. Surrounded by Burlington, a lovely, livable, intimate, historical city perennially voted one of America's most exciting places to live, UVM boasts a classic New England campus that is both well-preserved and beautifully restored. Augmenting the beautiful historical buildings on campus are several new, state of the art academic and residential facilities.

UVM seeks in its new President a leader with intellectual vision, a world view, a strong academic background, great energy, and the personal integrity necessary to inspire the University community to new levels of excellence. Candidates should have a history of

collaborative organizational leadership, the ability to cultivate financial support for the University and its programs, and a strong record of creating and supporting a climate of openness, understanding, and mutual respect. Candidates will also share the institution's unwavering commitment to [Inclusive Excellence](#) and will have a proven track record of advancing diversity and inclusion across all aspects of the University.

Review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and applications, including a letter of interest describing the individual's qualifications for the position and curriculum vitae, should be sent to:

Robin Mamlet, Managing Partner, Education Practice - rmamlet@wittkiewfer.com

Dennis M. Barden, Senior Partner - dennisb@wittkiewfer.com

Witt/Kieffer

2015 Spring Road, Suite 510

Oak Brook, IL 60523

www.wittkiewfer.com

Electronic submission of materials is strongly encouraged.

The University of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, veterans, individuals with disabilities, and people from diverse racial, ethnic, and cultural backgrounds are encouraged.