



# University of Vermont

**President**  
**University of Vermont**  
Burlington, Vermont

## **THE SEARCH**

The University of Vermont (UVM), among the nation's most historic and unique universities, seeks an inspirational and collaborative leader to serve as its next President. This is a singular opportunity to lead a dynamic and fast-growing institution that stands at the forefront of addressing some of the most pressing needs and intractable problems of our time.

As Vermont's land grant and only comprehensive research university, UVM plays a vital role in the well-being of communities and people across the state. The University community includes 4,482 faculty and staff. It educates students, conducts research, and serves the state through its seven undergraduate schools and colleges, honors college, graduate college, division of professional and continuing education, UVM Extension, and the Larner College of Medicine. The affiliated UVM Medical Center is the state's top hospital, and the University of Vermont Health Network is an integrated health system that provides care for more than 1 million residents in Vermont and Northern New York. With an enrollment approaching 15,000, including nearly 12,000 undergraduates, UVM remains a student-centered residential university with faculty-student relationships most commonly found in a liberal arts college combined with the resources and impact of a research institution. Research funding at the University has more than doubled since 2017 and it will be designated as an R1 institution in 2025. UVM's size, commitment to teaching, and prioritization of engaged and interdisciplinary research give it the opportunity to be a truly distinctive R1 university. One that balances education, research, engagement, and workforce development for the betterment of the university, the state, and the world.

The President will be charged with providing inspirational and unifying leadership across the college and schools, the college of medicine, and the university's administrative divisions; consolidating recent gains in enrollment and research; modernizing systems and infrastructure; growing resources; building and stewarding external relationships in the state and beyond; and attracting and retaining talented people during a time of significant change in higher education.

UVM has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications with cover letters should be submitted in confidence to the search firm as indicated at the end of this document.

## THE UNIVERSITY OF VERMONT

Established in 1791 as the fifth college in New England, UVM derives some of its distinctive character from Vermont's unique culture and sense of place. The campus spans Burlington's highest ridgeline overlooking Lake Champlain, between the Adirondacks and the Green Mountains. It is surrounded by Burlington (perennially voted one of America's most exciting small cities) and is housed in a classic New England campus that is both preserved and beautifully revived. The University draws students from more than 80 countries and nearly 80 percent of students hail from outside Vermont, with nearly 50 percent coming from outside New England. It has attracted increasingly distinguished faculty over the years, including members of the National Academies, Fulbright scholars, fellows of leading professional organizations, NSF CAREER awardees, and NIH Outstanding Investigator awardees. UVM is ranked among the [top 100 public research universities](#) in the U.S., according to the National Science Foundation.

The University today encompasses more than six million square feet of space, much of which is located in historic buildings. Over the past decade, UVM has invested nearly \$500 million in new construction and renovations of teaching areas, research laboratories, athletic facilities, offices, residential halls, dining halls, and libraries, with new construction yielding an approximate 10% growth in physical space.

UVM embraces both a strong teaching mission and a dedication to advancing fields of knowledge through research. The University has been consistently ranked among the nation's top public universities. It provides a rich environment for teaching, research, and scholarship in many realms of human inquiry, achieved in large measure through a distinguished faculty of accomplished teacher-scholars. The University received the No. 1 ranking on *Princeton Review's* 2024 list for "Best Schools for Making an Impact." UVM has also made *Princeton Review's* "Green Rating Honor Roll" in recognition of sustainability-related practices, policies, and academics, and it ranked first among institutions with larger populations in their list of top green colleges.

In particular, UVM has built a strong reputation through research, educational, and outreach efforts in cross-disciplinary areas broadly addressing healthy societies and a healthy environment. As the home to the nation's first environmental studies program, to pioneering research on issues such as acid rain and lake health, to the establishment of the [Gund Institute for the Environment](#) in 2017, UVM has been a leader in environmental scholarship for years. The inextricable link between the health of environments, communities, and people is a topic of education, research, and community engagement across all of the University's schools and colleges. This work at UVM garnered still more support and coordination when, in 2024, the University launched the [UVM Planetary Health Initiative](#), a university-wide education, outreach, and research effort that positions UVM as a global leader in the expanding field of planetary health.

Research at UVM, funded by federal and state agencies, corporate partners, foundations, and individual donors, reached \$266.4 million in the fiscal year ending June 30, 2024, an increase of more than \$84 million

since 2020. This research growth has been driven by the recruitment and development of faculty with strong research programs, the recent establishment of several new [university-wide research centers and institutes](#), the development of new PhD programs, and the nearly \$140 million raised via the [SOLVE campaign](#) to support research projects aimed at fostering healthy societies and a healthy environment. These developments have put the University on the cusp of achieving the highest level of research classification from the Carnegie Classification of Institutions of Higher Education.

The University offers a rich complement of academic programs, including more than 100 bachelor's degree programs, 57 master's programs, 36 accelerated master's programs, 27 doctoral programs, and an MD program. The University's academic units include the Colleges of [Agriculture and Life Sciences](#), [Arts and Sciences](#), [Education and Social Services](#), [Engineering and Mathematical Sciences](#), [Nursing and Health Sciences](#), the [Larner College of Medicine](#), the [Grossman School of Business](#), the [Rubenstein School of Environment and Natural Resources](#), the [Patrick Leahy Honors College](#), the [Graduate College](#), the [Division of Professional and Continuing Education](#), and the [UVM Libraries](#), as well as [UVM Extension](#). As the state's only research university and only medical college, UVM plays a special role in the region as a research hub. UVM houses state and federal research expertise and facilities such as the Vermont State Climate Office (VSCO), USDA's Sustainable Agriculture Research and Education (SARE) Program, and a first-of-its-kind [USDA-ARS Food Systems Research Center](#). Established in 2019 with federal funding appropriated by Congress, the center is the first new physical location established by the Agricultural Research Service with a university partner in more than two decades.

The affiliated [UVM Medical Center](#) is the state's top hospital, with robust residency programs, and the academic health system serves more than one million people in Vermont and Northern New York. The [UVM Cancer Center](#) conducts more than \$20 million in research annually and provides care to more than half of the region's cancer patients. The Larner College of Medicine is the 7<sup>th</sup> oldest medical school in the nation. It is located on UVM's main campus, which makes it ripe for collaborations in teaching, research, and clinical activity.

The market value of UVM's pooled endowment has nearly doubled over the past decade to a value of \$896.3 million as of the end of fiscal year 2024. The University's FY 2024 budget totals \$865.5 million. The total general fund budget, which excludes auxiliaries and sponsored research for the same period, is \$576.4 million.

## **State and Region**

UVM has a unique sense of community, culture, and character, building on the state of Vermont's culture, which values people and the natural environment. With a population of 647,000 and as the state with the highest percentage of its residents living in rural areas, Vermont's size offers the opportunity for students and faculty to identify and test out real and scalable solutions to address complex societal and environmental issues critical to rural areas across the nation. From workforce development, internships, research, Extension, and community outreach, UVM is embedded across Vermont. It is well positioned to continue to address

challenges thanks to several cross-cutting research and outreach initiatives, including the [Leahy Institute for Rural Partnerships](#), [UVM Center on Rural Addiction](#), [Center for Research on Vermont](#), and [Center for Rural Studies](#).

UVM is also a major driver and partner in industry research and workforce development in the state. In 2023, Vermont GaN—a partnership between UVM, GlobalFoundries, and the state—was designated as one of 31 [Tech Hubs](#) by the U.S. Department of Commerce’s Economic Development Administration, unlocking up to \$75 million in federal grants for advancing research in semiconductor technology.

Annual tuition at UVM will be \$16,606 for in-state students and \$44,647 for out-of-state students in the 2025-26 academic year, an increase of 2 percent for Vermonters and 4.5 percent for out-of-state students. This follows a five-year tuition freeze for in-state students. The University also, in 2022, established the [UVM Promise](#), which provides full tuition and comprehensive fee coverage for four years to Vermont students from households with annual incomes under \$100,000. This focus on providing affordable education to Vermonters coincided with a 25 percent increase in the base appropriation from the state after 14 years of no increases. The state has followed that up with 3 percent annual increases in recent years. The state appropriation to the University in FY 2024 was \$54.1 million.

## **Governance**

[The Board of Trustees](#), which has full legal responsibility and authority for the University, reflects the public/private nature of the institution. The Board is composed of 25 members: nine legislative, nine self-perpetuating, three gubernatorial, two students, and two ex officio members, the Governor of Vermont and the President of the University. The Trustees have full fiduciary authority over the University: they set and approve policies, budgets, tuition, and fees, engage in strategic planning, and have the authority to award honorary degrees and to hire and fire the President.

UVM administration, led by the President and the Provost/Senior Vice President, and the [Faculty Senate](#) share responsibility for managing the University’s academic affairs. The [UVM Staff Council](#) plays an advisory role in raising staff issues and concerns, as well as planning a variety of activities for staff. The [Student Government Association](#) and [Graduate Student Senate](#) also play advisory roles to the administration, recognize student clubs and organizations, and allocate funding generated through student activities fees.

## **Faculty and Staff**

UVM boasts a diverse and accomplished group of more than 4,000 full and part-time faculty and staff dedicated to the university’s teacher-scholar model and community engagement. UVM’s faculty are recognized for their expertise and high-quality research across disciplines with an emphasis on interdisciplinary collaboration. While the last several years have prioritized research at the institution, helping to elevate it to the cusp of R1 status, UVM’s faculty still employ top-tier pedagogy, including experiential learning and technological integration, to enhance student educational experiences.

The faculty has an important role in University governance, primarily through the Faculty Senate. Authority in matters related to the academic mission is vested in the faculty by the Board of Trustees. This authority is exercised in the Faculty Senate by elected senators with voting privileges and committees authorized to act on their behalf. Meetings of the Faculty Senate are presided over by a President and Vice President and follow a town meeting format in which all University faculty members have a voice. The activities of the Faculty Senate are overseen by an Executive Council comprising the chairs of the Senate standing committees, four at-large members elected from among the senators, and the Senate President and Vice President. The [Faculty Senate](#) President and Vice President meet monthly with the President and Provost, as does the entire Executive Council. In addition, members of the Executive Council serve as faculty representatives to relevant Board of Trustees committees. UVM faculty also established a chapter of United Academics (AAUP/AFT) full- and part-time faculty unions in the early 2000s. Faculty from the Larner College of Medicine and the program in military studies are not part of these collective bargaining units.

UVM's staff includes a range of professional staff members who support the University's operations with deep institutional knowledge, perform virtually all non-academic functions, and play a crucial role in providing resources and support for students and faculty alike. The UVM Staff Council was established in 1971 and serves as a resource and advocate for staff. The Council works collaboratively with leadership through monthly meetings and facilitates programs that benefit staff socially, personally, and professionally. There are also three bargaining units made up of approximately 1500 clerical, technical, specialized, and professional staff.

## **Students**

While nearly 85 percent of college-bound Vermont high school seniors apply to UVM, the undergraduate population hails from 48 states and 37 different countries, with approximately 80 percent coming from states other than Vermont. Nearly all students participate in research, internships, or experiential learning while at UVM, leading to more than 90% being employed within six months of graduation. Total enrollment at UVM has grown from 11,354 in 2013 to 14,320 in 2024 as undergraduate applications have set records in recent years and numbered approximately 30,000 in 2024. The mean composite SAT score of UVM students is above 1300. Approximately 80 percent of students identify as white and 63 percent identify as female.

UVM enrolls 800 doctoral, 876 master's, and 487 medical students. Graduate students constitute an integral part of both the teaching and research activities at UVM, supporting undergraduate instruction, particularly in the STEM laboratories and also in the teaching of discussion sections and labs across the University. In the research arena, graduate students, as they are trained in their research discipline, provide critical personnel to faculty who seek to be productive researchers. The University will continue efforts to strategically increase graduate enrollment, including through the creation of accelerated master's programs that create a pathway for undergraduate students and low-residency, online, and professional master's degree programs, as well as new PhD programs. PhD enrollment has grown by nearly 50 percent over the past decade.

More than 275 student clubs and organizations, as well as 18 NCAA Division I athletic teams, give students ample opportunity to be involved on campus. More than 83 percent of first year students in a club or an organization and UVM students engage closely with Burlington through volunteering, community events, and activism. Approximately 53 percent of UVM undergraduates live off campus, with all first-year and second-year students living on campus in various housing options to promote community and belonging. Burlington is a *Princeton Review* top-20 college city and students find internships with companies working in a variety of sectors, including with Burlington's growing tech, food systems, energy, design, sport, and environmental industries.

## **Alumni**

There are more than 120,000 UVM alumni globally, with about one-third of those living in Vermont. UVM Alumni are passionate about their Alma Mater and serve as engaged representatives of the University's mission. Alums are involved in all aspects of the University, serving as employees, members of advisory committees, Trustees, sources of student internships and research, and attending the many events hosted by UVM on campus and across the country. More than 1100 graduates stay to live and work in Vermont each year, adding to the University's economic and social impact across the state.

## **UVM Foundation**

The [UVM Foundation](#) was established in 2011 and supports the University's mission of teaching, research, and public service through leading campaigns, engaging donors, and identifying funding needs and opportunities across the University. The Foundation has a volunteer Board of Directors drawn from the University's most committed donors and advocates and a dedicated staff who collectively build on UVM's legacy resources. In recent years, the Foundation has raised more than \$260 million through two targeted efforts to address the crucial University priorities of [student success](#) and research while annual donations continue to climb. UVM alumni and friends have given \$75 million and \$84 million over the past two years, respectively.

The organization is a separately incorporated 501(c)3, governed by a 26-member Board of Directors, and employs more than 75 development and alumni relations professionals. The Foundation's mission is to secure and steward private support to benefit the University of Vermont, and this volunteer leadership group will invest new levels of energy, capacity, and capability to the institution's fundraising enterprise. In close collaboration with UVM, the Foundation has increased annual fundraising production by approximately 200 percent since its inception. The President of the University of Vermont, the Chair of the Board of Trustees, and the Foundation's President and CEO sit as ex officio voting members of the Foundation's Board of Directors and its Executive Committee.

In addition to the UVM Foundation Board of Directors, the Foundation Leadership Council provides volunteer leadership to the Foundation and University through philanthropy, service skills, networking, knowledge, and strategic business acumen. The Council was established to provide a platform to engage the institution's most

passionate, influential, and accomplished alumni and friends. Council members are chosen as a result of their previous philanthropic involvement and interest in advancing the University of Vermont, are asked to attend at least one Foundation Leadership Council meeting per year and are elected to five-year terms that are renewable without limit for additional five-year terms.

### **Strategic Plan: Amplifying Our Impact**

UVM's [strategic plan](#) is built on three foundations: student success and experience, focusing on and expanding distinctive research strengths, and better realizing the land-grant mission through partnership with regional communities, businesses, and the state of Vermont. These efforts are in the service of UVM's commitment to addressing some of the most pressing needs of our time—the health of our societies and the health of our environment. There is a commitment to exploring and innovating while working together, mirroring the state motto of “freedom and unity.”

Initiatives of the plan include curricular innovation, expanding partnerships for internships and research, and attracting diverse student populations. This work is enhanced by the University Diversity Council, formed in 2021 as an advisory body to leadership with goals to engage each college and division on campus to support meaningful advancements related to diversity, inclusion, equity, cultural competency, and civility. The Council's work led to the creation, in 2023, of UVM's first comprehensive inclusive excellence action plan.

### **OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT**

The President will harness the passion and intellectual energy of the UVM community to solve current challenges facing flagship institutions in an evolving higher education landscape. As the University transitions to the next leader, the President will balance the nuance of preserving what already makes UVM exceptional while creating a forward-looking vision. UVM seeks as its next President an informed and intellectually curious leader who understands the transformations occurring in higher education and will help the University navigate change.

The President will be energized and inspired by the following opportunities and challenges:

#### **Engage the UVM community in a bold vision for the future of the institution**

As the education and innovation engine of the state of Vermont, UVM's critical role in the state's present and future cannot be overstated. And while public higher education faces challenges across the nation, UVM is positioned to pioneer new ways forward with a President who will engage with and leverage the deep and unyielding commitment to excellence shared by all of the UVM community, from its faculty, staff, students, Board, and the Burlington community, to the state legislature and Governor's office, Congressional delegation, and beyond. The President will develop innovative solutions to tackle the challenges of education broadly, including partnerships with industry and identifying flexible and affordable pathways for a diverse student population. The President will encourage the kind of shared dialogue and decisive action emblematic

of UVM's and Vermont's culture, leading the institution into a new era of growth, scholarly impact near and far, transformational education across new modalities, and a strengthening of its cultural heritage. The President will be a dedicated member of the UVM community, authentically embodying its values and traditions and leading in a collaborative and transparent manner, fully embracing UVM's longstanding shared governance structure. Consonant with its role as the flagship, land-grant public university of the state, UVM will pioneer new, entrepreneurial opportunities for growth across academic boundaries, with established and nascent industries, and spanning Vermont. The President will inspire the community to reach its full potential as a driver of pedagogical innovation, trailblazing scholarship, and societal and economic impact felt across the state, the region, and the planet.

### **Steward, sustain, and strengthen UVM's tremendous human and material resources**

The UVM community embodies the highest traditions of public higher education, research, and service. Faculty, staff, and students hold UVM's shared values in esteem and reverence, exemplified by its [Common Ground](#) of "Respect, Integrity, Innovation, Openness, Justice, and Responsibility." The President will embrace these values as part of this dedicated community. They will build trust through authentic personal interactions and establish and reinforce the pathways of communication and feedback that underpin a supportive and collaborative public university. As the University evolves, so too must its systems and fundamental mechanisms that support and enable faculty, staff, and students to fulfill their missions and aspire to further heights. The President will undertake the hard work of change management to functional areas on which the University depends, particularly with regard to IT systems and research support. The President will address the physical infrastructure needs of the University, which include upgrades to research infrastructure consummate with a tier one research enterprise, deferred maintenance and ongoing capital projects, and the need for more affordable housing for staff and students throughout the Burlington area, among others.

The President will also foster an environment of support, mentorship, and collegiality to encourage faculty and staff professional growth that will enable the development and retention of talented and dedicated individuals. The President will strategically manage resources to invest in UVM's people and develop university initiatives that enable leaders to seize opportunities to hire talented people, aligning efforts across campus to leverage UVM's unique strengths. They will encourage a culture that recognizes and celebrates faculty and staff achievement. The President will strengthen strategic communications to ensure that team is proactive and thoughtful in broadening the reach of and knowledge about the University to enhance UVM's reputation. The campus and the external community must be aligned in the shared work of the University now and in its future.

### **Build upon UVM's educational excellence to continue to attract and develop strong students**

As enrollments across the nation have declined and the northeast faces an oncoming demographic cliff, undergraduate enrollment at UVM has grown by approximately 1,000 students over the past five years. Applications have gone up from less than 20,000 in 2019 to approximately 30,000 annually. The University's



yield rate is up and admission rates are down as UVM has enrolled some of the strongest classes in its history. This success is built upon the foundation of UVM's undergraduate mission and the reputation it has built over the years as a student-centered institution. UVM has made gains in student success over the past decade and enjoys strong and improving retention and graduation rates that are well above the national average. While the University is not planning for additional undergraduate enrollment growth, the President must be attentive to the value proposition of a UVM education. This includes working with others across campus to support the student experience, the development of faculty, and UVM's well-earned reputation for excellence in undergraduate education even as it grows research and explores opportunities to attract an ever-expanding array of graduate students. The President will be a tireless champion for UVM and continue to seek opportunities to position it as a destination institution that attracts students with a well-rounded education where research, teaching, and engagement are complementary missions and students feel both prepared for their careers and enriched by their experience.

**Advance the University's research mission to impact the health and well-being of Vermont, the region, and the planet**

UVM is poised to achieve R1 status in 2025, a result of sustained attention by previous administrations, as well as a melding of historic and emergent strengths in areas like sustainability, planetary health, rural health and agricultural innovation, biomedical research, and data sciences for the betterment of society. The President will continue UVM's growth, embracing and exemplifying its research excellence through improvements in research infrastructure, external economic engagement, and leveraging new and aspirational opportunities from the federal government that center Vermont's unique strengths.

In recent years, the U.S. Department of Economic Development has designated Burlington as a Regional Tech Hub through UVM's expansive industry engagement. Leveraging Vermont's status as an NSF EPSCoR State, the University recently won a \$20 million research capacity building award in the computational social sciences that harnesses nascent scholarly advances in large language models and natural language processing, among other UVM strengths. Researchers use cutting edge technology at the Geographic Information System technology at the Rubenstein School's [Spatial Analysis Laboratory](#) (SAL) to partner with industry and government in addressing a range of critical problems. If UVM is to build upon this impactful research as an R1 university, the President must invest in the fundamentals of research administration, research support, and activities like licensing and technology transfer that bring new UVM technologies from the bench to the bedside and the world. The President will leverage the tremendous capacities of the Office of the Vice President for Research (OVPR) and enable its leadership, as well as UVM's deans, chairs, and other academic leaders, to work and connect in novel ways both across the campus and beyond its walls.

**Partner with the city of Burlington, the state of Vermont, and with public interests and industry to drive opportunity**

The President will be a highly visible leader known within and outside the UVM community and committed to leaving a legacy that advances the interests of the University and the people of Vermont—on campus,

across the state, and beyond. The President will build, maintain, and strengthen ties to the state's elected and appointed leaders as well as with the Board of Trustees, several of whose members are elected by the General Assembly, which deepens the state's interests in UVM's activities. The President will seek aggressively to engage the business community, alumni, foundations, and other supporters to rally to UVM's ambitions in shaping the cultural and economic future of the state. The City of Burlington is integral to the vibrancy of the UVM campus and the physical, emotional, and financial security of its students, faculty, and staff. The President will reinforce this connectivity through active consultation and collaboration on a broad span of issues, from campus safety to public-private partnership to zoning and housing affordability. In the noblest traditions of the land-grant mission, the President will ensure that Vermont's communities remain actively engaged with the University through Extension and rural outreach that expands UVM's recognition among and impact on Vermonters everywhere.

**Strengthen UVM's fiscal position through partnership with the UVM Foundation, advocacy to the state, and engagement with alums and the broad UVM community**

The independent UVM Foundation plays a lead role in development and advancement efforts across campus, and the President will be a solid and sophisticated partner and fellow traveler in this critical work. Concurrent with established efforts and priorities, the President will engage UVM academic leaders in a shared commitment to strengthening the fiscal health of the institution through fundraising, alumni engagement, strategic marketing and communications, and identifying and defining new revenue streams such as multimodal learning and professional masters programs, among other activities. The President will be ready and present with state legislators who understand UVM's critical importance to the health of the state and its future aspirations, as well as with communities across the state who both benefit from and contribute to the institution's health. The President will work in concert with the CFO to pursue new and differentiated strategies toward revenue generation and streamlining the University's enterprise systems and operations, all while communicating with nuance, transparency, and compassion the priorities and future ambitions of the institution.

**QUALIFICATIONS AND CHARACTERISTICS**

While no candidate will embody every quality, the successful candidate will possess many of the following qualifications:

- A deep personal and professional commitment to UVM's vision to be a leader in supportive, inclusive, student-centric teaching and learning while expanding the far horizon of inquiry and impact across all domains;
- Unimpeachable ethics and integrity, with a demonstrated commitment to leading responsibly and fairly;
- A proven and tested administrative leader with demonstrated experience in financial, operational, and strategic leadership; the ability to balance long and short-term goals and competing priorities;

- Outstanding interpersonal skills and a high emotional quotient; humility and eagerness to listen and to engage as fluently with students, faculty, and staff as with business, government, and labor leaders; an excellent campus and public representative for the University;
- An innovator with the courage to take calculated risks and a critical thinker unafraid to confront the challenges facing higher education today;
- Experience navigating and successfully responding to crises;
- The perspective needed to timely make difficult, strategic decisions and see them through to completion;
- The capacity to build, support, and lead strong teams;
- Experience executing large, aspirational, entrepreneurial, and fiscally responsible plans;
- A skilled and clear communicator who will utilize new and traditional media, authentically engage constituents within and beyond UVM, and rally the community around shared goals and values;
- A record of success in addressing the concerns and anticipating the multifaceted needs of a variety of constituents—from faculty and students to dedicated staff;
- Experience fostering positive and productive relationships with unions;
- Demonstrated appreciation for the principles of shared governance and a transparent and collaborative leadership style;
- A strong commitment to public education and appreciation for the important public role land-grant institutions play;
- A record of success in advancing inclusive excellence; a record of inculcating these values across a complex institution;
- Experience representing an institution compellingly to external audiences, including donors, community partners, and elected officials; the skills and personality to fundraise successfully;
- An outstanding academic record or an equivalent measure of professional experience with a demonstrated commitment to higher education.

## **APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent in confidence via the Isaacson, Miller website for the search linked below. Electronic submission of materials is strongly encouraged.

Greg Esposito, Partner (he/him)

Vijay Saraswat, Partner (he/him)

Robin Dougherty, Managing Associate (she/her)

Melissa DePretto Behan, Senior Associate (she/her)

Elizabeth Arvanitis, Senior Search Coordinator (she/her)

Isaacson, Miller

<https://www.imsearch.com/open-searches/university-vermont/president>

*The University of Vermont is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any category legally protected by federal or state law. The University encourages applications from all individuals who will contribute to the diversity and excellence of the institution.*