

Provost *Listening Session Guidelines*



University of Vermont

Your WittKieffer team, Robin Mamlet, Cathryn Davis, and Corin Edwards look forward to hearing your thoughts about the search for the new Provost at the University of Vermont. We appreciate your willingness to participate in a listening session. We expect our time together to be packed with important content, so we don't want to take up too much time with introductory remarks. To make the most of our conversation, we would like to suggest the following guidelines.

While we invite you to take the conversation in any direction you believe to be instructive and germane to the topic at hand, you should know the key input we seek. We organize our notes into three critical categories:

- **The agenda for the new Provost:** What are the most important opportunities and the greatest challenges your new Provost will face and how will you measure their success?
- **The description of the ideal candidate:** What experience, credentials, skills, and personal qualities do you seek in the Provost that will address the challenges and opportunities they will face?
- **The main reasons qualified individuals would pursue this role:** Why should someone want to be the Provost at this moment in time? What should we know about UVM that makes it a special institution to work and grow as a professional?

While we will be prepared to answer your questions about the search and our role, our main purpose in these conversations is to listen to you and your colleagues. Below are guidelines to make that process most impactful.

- We use the information we gather to draft the leadership profile for the search. This is our principal marketing document and is shared broadly with potential candidates and with the general public. It also provides the criteria against which candidates may be evaluated. As you can see, this is a critical resource for the search and is the direct beneficiary of your thoughts and comments.
- We do not attribute the input we receive to individuals.

- We do not seek to build consensus in any of the conversations we will moderate. We are interested in your individual opinions. Please feel free to build on others' comments or contradict them. We learn from all of the above. As in any meeting, the less redundant you can bring yourselves to be, the more time we will have for original thoughts.
- If introductions aren't made at the beginning of our meeting, please introduce yourself, your role at the college, and how long you have served UVM when you speak. We will do our best to ensure everyone is heard.

We hope that these simple guidelines will make for a pleasant and productive conversation. We are very much looking forward to learning more about UVM.

Additional thoughts and nominations may be sent to the email address for the search:

UVM-Provost@wittkieber.com