



University
of Vermont

College of Agriculture
and Life Sciences

Director of UVM Extension and Associate Dean



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Position Overview

The University of Vermont (UVM) seeks a visionary, grounded, and collaborative leader to serve as the Director of UVM Extension and Associate Dean in the College of Agriculture and Life Sciences (CALs). This is a full-time, non-tenure track faculty position at the rank of Extension Associate or Extension Professor, depending on experience. This position reports to the Dean of CALs and is based in Burlington, Vermont. Anticipated start date for this position is January 1, 2027.

This individual will lead a unit of more than 150 faculty and staff delivering education, applied research, and outreach across the state. The Director will play a central role in advancing UVM's land-grant mission by strengthening connections among research, teaching, and communities, and positioning Extension as a trusted and visible statewide partner.

The Director will align Extension's work with clearly defined strategic priorities and serve as a bridge between UVM and Vermont communities, translating research into practical application while elevating community knowledge and needs within the institution. This role includes responsibility for supporting a distributed workforce across the state.

Compensation range: \$180,000–\$200,000. Compensation is competitive and will be commensurate with both experience and achievement, and includes a highly competitive array of benefits.



Leadership, Management and Engagement

Strategic Leadership

The Director will be a “big picture” thinker who can work with leaders across campus and the state to envision Extension’s role and priorities to address complex, interconnected challenges affecting Vermont’s communities, economy, and environment. This includes advancing Extension’s role across a broad range of issues affecting Vermont communities, beyond traditional agricultural programming. Using a clear narrative about Extension’s evolving work the Director is expected to:

- ☞ Ensure Extension programming is informed by and responsive to the evolving needs of Vermont residents and communities.
- ☞ Build and sustain key relationships with partners, funders, and stakeholders to advance Extension’s mission and secure resources including philanthropic support.
- ☞ Advance Extension’s interests at the state and federal levels, working with college and university leadership, to strengthen and secure support for applied research, education, and outreach.
- ☞ Strengthen strategic partnerships across UVM, Vermont communities, and broader Extension networks.

The Director carries out these responsibilities in close collaboration with CALS leadership, faculty, and staff, and through effective delegation across the organization.

Program Leadership

Internally, the Director will foster a strong organizational culture that supports academic quality, collaboration, innovation, open discussion, and respect for diverse perspectives.

The Director is expected to:

- ☞ Develop a strong working understanding of Extension programs and priorities.
- ☞ Provide clear direction and communication to align efforts and support organizational effectiveness while fostering an inclusive and participatory environment.
- ☞ Align efforts across programs to address complex, interconnected challenges.
- ☞ Support and strengthen the use of data, technology, and modern tools to support program delivery, decision-making, and organizational effectiveness.
- ☞ Nurture the interdisciplinary relationships that support innovative, high-impact programs.
- ☞ Foster a supportive and sustainable work environment that promotes well-being, job satisfaction, and long-term retention.
- ☞ Provide strategic direction for planning and evaluation efforts to strengthen programs, identify priorities, and inform alignment of Extension resources.

Program Management and Engagement

Operationally, the Director is expected to:

- ☞ Maintain a consistent and visible presence across all regions of Vermont, supporting and connecting Extension personnel and communities statewide, while intentionally balancing external engagement with the internal leadership required to strengthen organizational effectiveness.
- ☞ Lead strategies to strengthen long-term financial sustainability and diversify funding sources, aligning resources with Extension priorities.
- ☞ Lead efforts to increase public awareness and understanding of Extension's work and impact.
- ☞ Uphold the values of Our Common Ground and promote intercultural excellence across Extension.
- ☞ Conduct performance evaluations of direct reports and make personnel recommendations in consultation with the Dean of CALS.
- ☞ Represent UVM Extension on internal and external committees, advisory boards, and professional organizations, including the Association of Extension Administrators.



Qualifications

Required Qualifications

- ☞ PhD/EdD or other terminal degree related to the position, or a combination of master's degree with significant leadership, research, and outreach experience.
- ☞ Strong leadership skills, including the ability to set goals, delegate effectively, and maintain accountability for outcomes.
- ☞ Ability to think and operate across complex systems and address interconnected challenges.
- ☞ Understanding of Extension, the land-grant system, and federal partnerships, including complex social issues affecting Vermonters and the role of Extension programs in addressing those issues.
- ☞ Experience in financial management, resource development, organizational planning, and program evaluation.
- ☞ Experience building partnerships and an ability to connect academic expertise with community needs.
- ☞ Experience building and sustaining a positive organizational culture that supports staff well-being, engagement, and retention.
- ☞ Strong communication skills, including the ability to listen to and translate complex information for diverse audiences.
- ☞ A management style that is inclusive and empowers others to succeed, and fosters respect and shared accomplishment.
- ☞ Demonstrated commitment to intercultural excellence.

Preferred Qualifications

- ☞ Experience working within the Cooperative Extension system or a similar applied research, community-based, or public service environment.
- ☞ Experience leading complex, multi-program organizations or similarly complex initiatives.
- ☞ Experience in working effectively across geographically distributed organizations or communities, preferably in rural or statewide contexts.
- ☞ Experience incorporating data, technology, or modern tools to improve program delivery or organizational effectiveness.



Application

Application Materials

All candidates must apply online at www.uvmjobs.com (position #00024336), and must attach to their application:

- ∞ Current CV.
- ∞ Cover letter highlighting relevant experience.
- ∞ A statement (no more than 2,000 words) describing the candidate's vision of Extension's role considering UVM's mission and Vermont's current opportunities and challenges.
- ∞ A brief statement detailing how the candidate will uphold and advance UVM's Our Common Ground values.
- ∞ Names and contact information for three references. References must be entered into the application system by candidates. Requests from references will be made if candidates are selected for an interview. Candidates will be informed before references are contacted.
- ∞ Applications without all these components will not be considered.

Applications will be reviewed on a rolling basis, with priority given to applications received by August 17, 2026. Employment is subject to a successful background check.

Contact Search Committee Chair: Dr. Mandar Dewoolkar, Dean, College of Engineering and Mathematical Science, at mdewoolk@uvm.edu with questions regarding this position.



About UVM Extension

UVM Extension strengthens Vermont communities by connecting people with the knowledge and tools they need to thrive; supporting families and communities, empowering local businesses, advancing sustainable farming, and protecting the natural resources we all share.

For more than 100 years UVM Extension has delivered education tailored to local needs. Faculty and staff located in offices around the state help improve the quality of life of Vermonters through research-based programs and practical information.

Issued in furtherance of Cooperative Extension work, Acts of May 8 and June 30, 1914, in cooperation with the United States Department of Agriculture. University of Vermont Extension, Burlington, Vermont. University of Vermont Extension, and U.S. Department of Agriculture, cooperating, offer education and employment to everyone without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or familial status. Any reference to commercial products, trade names, or brand names is for information only, and no endorsement or approval is intended.

About UVM and Burlington

The University is located in Burlington, Vermont, and enjoys a panoramic setting on the shores of Lake Champlain, between the Green Mountains of Vermont and the Adirondack Mountains of New York. Burlington, a city of 44,000 in a metropolitan area of 227,000, is often rated as one of the best small cities in America. Widely known for its music and food scene as well as its outdoor and adventure lifestyle, Burlington has also been hailed as a top technology hub by Forbes and a city of the future by Business Insider. While located in the idyllic rural state of Vermont, our frontier paradise is only a two-hour drive to Montreal and a four-hour drive to Boston. In addition, Burlington International Airport offers direct flights to numerous North American destinations.

Founded in 1791, UVM is the leading public university where discovery, creativity, community, and action coalesce to secure a thriving future for people and planet. Recognized among the nation's top R1 research institutions, Vermont's land-grant university attracts \$260 million annually for groundbreaking research and enrolls 14,000 students from 50 states and 75 countries. At UVM, students, faculty and staff work together in pursuit of a healthier greener future. Learn more at uvm.edu.

UVM 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 other category legally protected by federal or state law.

