THE SEARCH

The University of Vermont (UVM), one of the nation's premier small public research universities, seeks an accomplished and inspiring academic leader to serve as Dean of its College of Agriculture and Life Sciences (CALS). This is an exceptional opportunity to lead a vital academic unit that engages interdisciplinary programs and innovative research to address emerging needs of society through research in agriculture and the broad range of life sciences. The College seeks a dynamic, creative, visionary Dean who can lead the College into a collaborative and impactful future.

Enhanced by an array of physical resources that include research stations, farms, and horticultural facilities, the College plays an integral role in UVM's research and outreach missions. It also supports a wide range of interdisciplinary initiatives across the University, including the Agroecology and Livelihoods Collaborative, the Gund Institute for Environment, and graduate programs in food systems and ecological economics. Additionally, as home to the Vermont Agricultural Experiment Station and UVM Extension, CALS helps communities across the state find innovative solutions to the challenges they face. In each of these dimensions, the work of CALS takes full advantage of Vermont's unique position as a living laboratory for agriculture and the life sciences. Next to the medical school, CALS faculty bring in more sponsored research funding than any other college at the University.

THE UNIVERSITY OF VERMONT

Described in more detail at the end of this document, UVM enrolls close to 13,000 students, including more than 10,500 undergraduate, 1,500 graduate and 450 medical students. It is home to seven schools and colleges, an honors college, graduate college, medical school, and a division of continuing and distance education, all on the same campus. The campus spans Burlington's highest ridgeline overlooking Lake Champlain, between the Adirondack and Green Mountains, and is surrounded by the small, vibrant, and historic city of Burlington, perennially voted one of America's best places to live.

The University has steadily built its research enterprise with $144 million of sponsored projects in fiscal year 2019. The nationally recognized UVM faculty include members of the National Academy of Sciences, National Academy of Practice, National Academy of Inventors, Fulbright scholars, Fellows of leading professional organizations, NSF CAREER awardees, and NIH Outstanding Investigator awardees. During this past academic year, 13 of its students won national scholarships, including 6 Fulbrights and a Truman Scholarship.
THE COLLEGE OF AGRICULTURE AND LIFE SCIENCES

The College of Agriculture and Life Sciences (CALS) offers dynamic programs in agriculture and the life and social sciences, with a focus on nutrition and food science, human and animal health and well-being, communication, entrepreneurship, sustainable and resilient communities, and the complex web of food systems. While connected to traditional agriculture of the past, CALS programs address current issues that are key to the future of Vermont, the nation, and the world. Enrolling over 1,400 undergraduate students and 120 graduate students, and supported by 70 faculty, the College's general fund budget is nearly $20 million.

Academic Programs

CALS is structured around six departments: Animal and Veterinary Sciences, Community Development and Applied Economics, Nutrition and Food Sciences, Plant & Soil Science, Plant Biology, and Microbiology and Molecular Genetics (which is shared with the Larner College of Medicine). It also includes four undergraduate interdisciplinary programs shared with other colleges: Biological Science, Biochemistry, Environmental Sciences, and Environmental Studies. UVM was the first school in the country to offer a full complement of academic programs in Food Systems, from an undergraduate degree through a Ph.D. Undergraduates who major in this innovative, interdisciplinary program take classes in all six of the College's departments.

CALS’ diverse selection of majors (17), along with wide-ranging minors (18) and concentrations (18), appeals to a broad audience of students interested in agriculture, basic science, applied science, or linking applied work to the social sciences. There also is a Self Design major in which students are encouraged to explore a diverse range of learning opportunities both inside and outside of the classroom, including internships and independent studies.

CALS offers four doctoral programs and eight master’s programs, in addition to cross-college interdisciplinary master’s and doctoral programs in Food Systems. The master's programs offered by CALS include two professional programs, Dietetics and Public Administration.

More information on academics in CALS can be found here: https://www.uvm.edu/cals/departments_and_programs

Research

CALS has a growing research portfolio, with $23 million in sponsored project funding in 2019, second only to the Larner College of Medicine, and more than twice the number of dollars brought in by the third-ranking college. Also in 2019, the College was selected to lead a partnership with the USDA Agricultural Research Service. This designation as an ARS Center positions the College for exciting new research opportunities.

The largest source of outside research funding is the National Institute of Food and Agriculture/USDA, followed by the National Institute of Diabetes and Digestive and Kidney Diseases/NIH; the Vermont Agency of Agriculture, Food, and Markets; and the National Science Foundation. Capacity-building grants, including Hatch from the USDA and Smith-Lever, along with grants from the Renewable Resources Extension Act Program (RREA), and the Expanded Food and Nutrition Education Program (EFNEP), also are important funding sources.
CALS maintains a number of off-campus research facilities that provide important resources to support faculty research and student research. There are four key agricultural facilities, including two sites of historical significance to both the University and the state:

- **Proctor Maple Research Center**: This is a 197-acre Field Research Station for the Department of Plant Biology. Vermont is the country's largest producer of maple syrup, and Proctor has been a national leader since the early 1890's in cutting-edge research and technology. Research emphasizes the sugar maple tree and its products (sap and syrup), including techniques for efficient sap collection and evaporation systems to improve maple syrup quality. The Proctor Center's two major stands of sugar wood trees and a modern sugarhouse serve as a field classroom for students, scientists, and maple syrup producers.

- **Morgan Horse Farm**: The University of Vermont Morgan Horse Farm has been a proud steward of the U.S. Government Morgan Horse bloodline since 1951, when the U.S. Department of Agriculture first bestowed the farm to the State of Vermont, which in turn entrusted it to the University. Since then, this 200-acre farm has raised over 850 UVM Morgans, educated over 220 student apprentices, and welcomed hundreds of thousands of visitors to the Weybridge, Vermont campus.

- **Paul R. Miller Research and Educational Center (MREC) and Ellen A. Hardacre Equine Center**: Serving as the home for UVM's Animal and Veterinary Sciences programs, the MREC supports a herd of more than 100 dairy animals plus 21 horses and 150 acres of farmland. In addition to dairy and equine science, research priorities at the site include biosecurity and safety. Students assume leadership roles in many activities, most notably the CREAM (Cooperative for Real Education in Agricultural Management) Program, a two-semester experiential learning program open to students across the University in which participants manage the dairy herd and learn about the scientific and business sides of farm operations. The Ellen A. Hardacre Equine Center is run as a student cooperative and provides state-of-the-art indoor and outdoor riding facilities, access to a riding trail, and stalls for 22 horses.

- **The University of Vermont Horticultural Research Center (HREC)**: The HREC is home to UVM's Plant and Soil Sciences programs, supporting research, teaching, and outreach activities regarding the production of Northern apples, grapes, forage, and grain, as well as pest management. The facility is a repository of ornamental plant species of interest to the horticulture industry. The Catamount Educational Farm was launched as part of the HREC in 2014 to provide opportunities for research on long-term soil fertility, crop planning, and sustainable agriculture. The Center grows over 50 varieties of apples and produces other fruits and vegetables for nearly 100 CSAs. Students manage many of the activities at the facility as a part of their education on farm operations.

**Vermont Agricultural Experiment Station (VTAES) and UVM Extension**

The College is home to both the Vermont Agricultural Experiment Station (VTAES) and UVM Extension. VTAES and Extension contribute to ongoing efforts to improve water quality in Lake Champlain and watersheds around the state. Working with the dairy industry, foresters, maple producers, and the state's increasing number of small-scale farmers, they support and strengthen signature Vermont products industries, such as maple and artisan cheese, and help grow the next generation of leaders and entrepreneurs through 4-H and other positive youth development programs.
Faculty

CALS is driven by its 70 collegial and engaged faculty who fully embrace UVM’s teacher-scholar model. Faculty are engaged in research from molecular and cellular biology to environmental policy. For example, Heather Darby is an agronomic and soils specialist for UVM Extension focusing on sustainable agriculture and promotion of environmental stewardship of the land, particularly in the areas of fuel, forage, and grain production systems in New England. She was awarded 12 grants ($3.4 million) over the last year and won the 2010 Governor’s Award for Environmental Excellence. Meredith Niles joined the CALS nutrition and food sciences faculty following her Sustainability Science post-doctoral fellowship at Harvard University’s Kennedy School of Government, where she worked with the Climate Change, Agriculture, and Food Security (CCAFS) group to explore smallholder experiences with climate change and food security. With NIFA and Water Foundation funding, she examines farmer perceptions, farmers’ adoption of practices, food waste behaviors, and the impact of regulations, climate change, and food security. Eric Bishop-von Wettberg, a faculty member in Plant and Soil Science, conducts research in crop domestication as a means to harness the diversity of wild crop relatives to breed crops with improved climatic resilience and stress tolerance. Eric was an NIH National Research Service Award postdoctoral fellow at the University of California at Davis prior to joining UVM and is part of the USAID Feed the Future Innovation Laboratory for Climate Resilient Chickpea Innovation Lab. These are just three examples of the outstanding faculty who have had success at a national level in bringing attention to the CALS’ research portfolio.

Students

With a dedicated faculty and a broad, innovative curriculum, CALS attracts strong and motivated students. Enrollments have grown about 8 percent over the past five years. The incoming 2019 undergraduate class is the largest in CALS history. Total enrollment includes 1,412 undergraduate and 124 graduate students, including 92 master’s and 32 PhD students. An additional 16 graduate students are affiliated with the cross-college interdisciplinary Food Systems graduate programs, to which CALS contributes faculty mentors and a significant portion of the curriculum. Some notable points of pride:

- More than 90 percent of students participate in one or more experiences outside the classroom through research, service learning, and internships;
- Students complete approximately 40,000 hours of internship work a year, including the CREAM program, UVM’s student-run working dairy farm on campus;
- 91 percent of CALS’ undergraduate alumni are employed or enrolled in graduate school within 6 months of graduating;
- 90 percent of Dietetics students are accepted into internship programs; the national average is 50 percent;
- Over 90 percent of Animal Science students who apply to vet school are accepted;
- Over 80 percent of undergraduates from the Department of Microbiology and Molecular Genetics enter medical school, graduate health research, or other health professions.

The College enjoys a strong first-year retention rate of 89 percent. Transfer students also make up a large and important part of the CALS student body. Because of the broad range of disciplines under the CALS umbrella, the College affords tremendous opportunity for academic discovery for students at various stages of their academic careers.
Diversity and inclusion are high priorities for the College. A key initiative in 2019 is a 2+2 program with the Community College of Vermont (CCV) that will provide a pathway to CALS for up to 400 eligible traditional and non-traditional students.

THE ROLE

As a member of the University of Vermont’s senior leadership team, the CALS Dean reports to the Provost and is appointed by and works closely with the President. As Chief Academic Officer of CALS, the Dean is responsible for ensuring and promoting excellence in academics, research, and engagement consistent with the College’s land-grant mission; providing leadership and vision; developing and supporting faculty, staff, and students; and enhancing the College’s financial position. A strong leadership team reports to the Dean, including six department Chairs, the Director of UVM Extension, and an associate and assistant Dean, along with a talented administrative staff.

The College has the support of a 10-member, Dean-appointed Advisory Board, which includes representatives from diverse backgrounds in agriculture and the life sciences, including industry, government, the CALS student body, and local Vermont communities. With twice-yearly meetings, this Board helps the Dean and the CALS community with topics of relevance in the field, including future trends in agriculture and life sciences.

KEY OPPORTUNITIES AND CHALLENGES

The transition to new leadership in the College, along with the recent reintegration of UVM Extension into CALS, represents an opportune time for the new Dean to capitalize on key opportunities. A few of these are highlighted below.

Develop a Food Systems Research Center and a more visible research portfolio

The Agricultural Research Service (ARS) is establishing an ARS/UVM-wide partnership for a Food Systems Research Center to begin in the fall of 2019. The center is funded at $3 million per year and will provide resources for graduate student support, post-doctoral fellows, and small grant funding for UVM scientists. The ARS will also hire scientists to be co-located with UVM scientists in CALS to support collaborative research projects. A new Dean has a unique opportunity to capitalize on this partnership and grow the College’s research portfolio in food systems and beyond.

Establish educational programs that span the traditional to non-traditional student, capitalizing on the interdisciplinary activity within the College and across the University

Faculty, working with UVM’s Division of Continuing and Distance Education, have emerging plans for a Culinary Nutrition Program, a master of science in Bioinformatics (with the medical school), a minor in Biosecurity, a high school pre-vet program, and a certificate in Equine Massage Therapy, to name a few. CALS is looking for an innovative and entrepreneurial leader who can expand the College’s degree and non-degree portfolio beyond its existing academic curriculum.

CALS’ breadth also positions it to play a leading role in the development of programs that address relevant contemporary interests regionally, nationally, and internationally, such as small-batch cheesemaking and the One Health movement. The new Dean will play a key role in
helping to vet the merits of each, to build support for the most promising new ideas, and to lead
the analysis of existing programs to evaluate their long-term sustainability.

Further, collaboration between CALS and other colleges has never been greater. The new Dean
will be well positioned to enhance existing inter-college programs and to identify new areas for
synergistic activity, particularly in the areas of health, the environment, and sustainability.

**Develop and communicate a well-articulated identity for the College**

An important role of the new Dean will be to make the case for Vermont as an ideal land-grant
living laboratory for agriculture and life sciences of the future. In an increasingly competitive
environment, success in this effort will help to ensure CALS’ ability to sustain enrollment and
enhance its capacity for innovation, research, and impact across the state, region, and nation.

**Lead and champion advancement efforts for the College**

The Dean must be a persuasive advocate for CALS with alumni, industry leaders, foundations,
and a range of existing and potential donors to broaden and deepen the College’s fundraising
success. Working closely with the CALS’ development officer and the UVM Foundation, the
Dean will be expected to make a compelling case to expand scholarship support for students, to
grow the number of endowed professorships, to increase research support and research
partnerships, and to support a range of experiential learning opportunities for students.

**Ensure that the College continues to be a highly visible and invaluable resource at the
state, regional, national, and international levels**

The Dean plays an important external role representing the College with legislators, agencies,
and other members of the state’s and the nation’s agriculture and scientific communities.
Expanding the College’s regional, national, and global reach, as part of its land-grant heritage,
is a priority for the University.

**Further promote a diverse and inclusive College community**

The Dean will provide leadership to advance the College’s and University’s long-standing
commitment to sustaining a culture that supports diversity and inclusion in the broadest sense
for all students, faculty, and staff. This can be achieved through further implementation of CALS’
Inclusive Excellence Action Plan and supporting the work of the CALS Diversity and Inclusion
Committee; responding to student needs in the current environment; creating pathways for non-
traditional students; and leveraging opportunities to recruit and retain students and faculty who
contribute to fostering a diverse community.

**THE SUCCESSFUL CANDIDATE**

The College of Agriculture and Life Sciences seeks in its Dean a dynamic leader with the ability
to envision and implement creative strategies that will ensure the increased prominence of the
College and an enhanced ability to positively impact the future of the state, the nation, and the
world by addressing critical and perplexing issues facing society, while also preparing future
leaders in agriculture and the life sciences. The ideal candidate will bring the following personal
and professional qualifications and experience:
The University of Vermont
Dean of the College of Agriculture and Life Sciences

- Credentials and experience in a relevant academic discipline, including a record of accomplishment in research, scholarship, teaching, and engagement at a research university sufficient to meet the requirements to join UVM as a full professor with tenure
- Proven commitment to the role and mission of a land-grant institution
- An entrepreneurial mindset with an enthusiastic and collaborative leadership style, strong interpersonal communication skills, and outstanding emotional intelligence
- Demonstrated ability to articulate a clear vision that defines a distinctive college identity and helps to engender enthusiastic support from both internal and external constituents in implementing that vision
- Ability to engage effectively with local, national, and international partners to strengthen the College’s role in ensuring the environmentally sound and sustainable use of agricultural and natural resources
- An understanding of and appreciation for the value of fundamental and applied research across the diverse range of disciplines represented within CALS
- A record of success in grant funding and in generating philanthropic support from alumni and other external stakeholders
- Demonstrated commitment to championing the success of students, faculty, and staff and to promoting an inclusive community
- Experience with and commitment to growing interdisciplinary research and educational programs across the institution
- Proven record of resourcefulness in the management of personnel and budgets and the willingness to make hard choices after careful consideration of all available information

TO APPLY

The University is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their research, teaching, and service. Isaacson, Miller, a national executive search firm, has been retained by UVM to assist in this important search. Please direct all inquiries, nominations, referrals, and CVs with cover letters in confidence to:

Greg Esposito, Partner
Sarah Herman, Principal
Caitlin Barrett, Senior Associate
Isaacson, Miller
263 Summer Street, 7th Floor
Boston, MA 02210
http://www.imsearch.com/6848

Electronic submission of materials is strongly encouraged.

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 other 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.
THE UNIVERSITY OF VERMONT

History

The University of Vermont was chartered in 1791, the fifth New England college after Harvard, Yale, Dartmouth, and Brown. The University is popularly called UVM, a derivation of its Latin name, Universitas Viridis Montis, the University of the Green Mountains.

The new university’s charter explicitly declared support for freedom of religion—making it the nation’s first institution of higher learning to take such a public stance. This tradition of openness continued in 1871, when the University defied custom and admitted two women as students. Four years later, the school’s Phi Beta Kappa chapter became the first honor society in the nation to admit women. Two years after that, in 1877, the society became the nation’s first to admit African-American students.

In 1864, after the Morrill Land-grant Act sponsored by native Vermonter and State Senator Justin Morrill was passed in 1862, Vermont established a land-grant college, the State Agricultural College. Then, in 1865, the College merged with the older university to form the University of Vermont and State Agricultural College. By the end of the 19th century, the state added support for a medical school to its contributions. In 1955, the legislature reorganized the University as an instrumentality of the state. It added three state-appointed seats to the Board of Trustees and created the first annual general state appropriation in the University’s history. This 1955 reorganization also mandated that the University provide reduced in-state undergraduate tuition in exchange for state support.

From the beginning, the University of Vermont has been both public and private in its financing, its governance, and its missions. The institution has retained an independence of spirit, fostered by the state’s history of political and social movements, ranging from abolition to civil unions.

UVM Today

It is because UVM embraces both a strong teaching mission and a dedication to advancing fields of knowledge through research that the University routinely garners acclaim nationally for its innovative programs, academic rigor, and exciting faculty research and scholarship, as well as for its great overall value. The University has been ranked by US News & World Report among the top 50 public universities and the top 20 up-and-coming universities with the best return on investment. Kiplinger’s Personal Finance magazine has ranked UVM among the top best-value public colleges in the country. 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 1985 UVM was named a “Public Ivy” with seven other institutions and continues to hold this distinction.

UVM is classified as a “high research activity” university by the Carnegie Foundation for the Advancement of Teaching and is the nation’s smallest land-grant institution with a medical school. It is also one of the few universities with a medical school located on its main campus. The University offers an unusually rich complement of academic programs, including more than 100 undergraduate majors, 83 master’s and accelerated master’s programs, 25 doctoral programs, and an MD program. Its academic units include: the College of Agriculture and Life Sciences.
Sciences; College of Arts and Sciences; College of Education and Social Services; College of Engineering and Mathematical Sciences; College of Nursing and Health Sciences; Larner College of Medicine; Rubenstein School of Environment and Natural Resources; Grossman School of Business; Honors College; Graduate College; Division of Continuing and Distance Education; and the UVM Libraries. UVM has an exceptional academic health science center in affiliation with the University of Vermont Health Center and the University of Vermont Health Network, a Burlington-based system that provides care to approximately one million people in Vermont and northern New York. With funds generated from the recently concluded Move Mountains Campaign, which generated a record $581 million in philanthropic giving, UVM has invested $275 million in campus facilities since 2012, including a new STEM complex.

UVM’s research enterprise encompasses doctoral programs, advanced research facilities, and major programs in research and public service supported by grants and contracts. In fiscal year 2019, UVM was awarded $144 million in external grant funding for 631 projects.

Faculty constitute the heart of the University, and the UVM faculty are deeply committed to excellence in both scholarly research and teaching. UVM has a full- and part-time faculty community of over 1,600, and 90 percent of full-time faculty hold a PhD or the highest degree in their field.

In recent years, UVM has brought a heightened intentionality to diversity in its faculty recruitment and today 11 percent of tenure-track faculty are people of color. Women faculty occupy a third of all tenure-track appointments.

Faculty also play an important role in university governance, primarily through the Faculty Senate. In the early 2000s, UVM faculty established a chapter of United Academics (AAUP/AFT) full- and part-time faculty union.

Interdisciplinary scholarship, state-of-the-art new facilities, and abundant research opportunities at both the undergraduate and graduate level are attracting high-caliber students to UVM; over the last decade, the student population has increased in size, quality, and diversity. Approximately one-fourth of undergraduates are Vermonters, with the balance comprising students from 48 states and 73 countries. The University’s undergraduate population includes 11 percent students of color, and 32 percent of medical students and 10 percent of graduate students are also people of color. In the class of 2021, 14 percent of students are the first in their family to attend college.

UVM’s fiscal year (FY) 2020 budget totals $703 million. For the same period, the total general fund budget, excluding auxiliaries and sponsored research, is $382 million, including $42.5 million from the state. State support has remained constant over recent years, continuing to represent approximately 6 to 7 percent of the overall budget. The market value of the University’s pooled endowment as of April 2019 totaled $538 million.

The University has been on a strong fundraising trajectory, with record-setting fundraising in each of the last five years. UVM’s third and largest comprehensive campaign, Move Mountains, ended in June 2019 and exceeded the goal by raising $581.7 million one year ahead of schedule.

In FY 2016, the University transitioned to a new incentive-based budget (IBB) model. The goal of the IBB was to promote academic excellence, interdisciplinary collaboration, and overall innovation; to encourage financial sustainability regardless of economic conditions; and to
provide transparency and flexibility for all stakeholders. The IBB model has shown early success in achieving its desired outcomes, and is now administered in close collaboration with an advisory council consisting of academic deans who are leading responsibility centers.

**University Leadership**

In July 2019, Dr. Suresh V. Garimella became the 27th President of the University of Vermont. A seasoned administrator and an accomplished educator and researcher, Dr. Garimella previously led complex and expansive portfolios at Purdue University, a top-ranked, flagship research university. As Purdue’s inaugural Executive Vice President for Research and Partnerships, Dr. Garimella led a $660 million per year research enterprise, achieving five consecutive years of record research funding. Dr. Garimella held the Goodson Distinguished Professorship in Mechanical Engineering at Purdue, and holds an appointment as Professor of Mechanical Engineering in the College of Engineering and Mathematical Sciences at UVM. Dr. Garimella received his PhD from the University of California at Berkeley, an MS from The Ohio State University, and a bachelor’s degree from the Indian Institute of Technology Madras.

President Garimella was preceeded by President Tom Sullivan who served in the role since July 2012. His impressive seven years of service to the University were characterized by record-setting application numbers, the successful completion of the Move Mountains campaign, a large increase in the University's endowment, and a number of new buildings, including a STEM complex.

In April 2019, Dr. Patricia Prelock was named the Interim Provost and Senior Vice President. From 2009 to 2019, she served as Dean of the University of Vermont College of Nursing and Health Sciences, which is home to her faculty appointment of Professor of Communication Sciences and Disorders. She is also a Professor of Pediatrics in the UVM Larner College of Medicine. Dr. Prelock served as Chair of the UVM Department of Communication Sciences from 2002 to 2009. She earned a BS in Speech Pathology and Audiology from Kent State University, an MA in Speech Pathology from Kent State, and a PhD in Speech-Language Pathology from the University of Pittsburgh.

The University’s 25-member Board of Trustees includes nine members elected by the self-perpetuating, private Board, nine selected by the state legislature, three appointed by the Governor, and two students. UVM’s President and the state Governor serve as ex officio members.

**Location**

The UVM campus sits in the heart of Burlington, Vermont's largest city, with 50,000 people in town and 214,000 more in the greater urban area. The city boasts a bustling shopping and restaurant scene, a thriving arts community, and an unparalleled Lake Champlain waterfront. Burlington is consistently extolled as one of the nation’s most livable, safest, and healthiest cities. The spectacular natural setting and dynamic small-city culture make Burlington a fixture on “Best” lists, including: number 13 on Travel + Leisure’s “America’s Best College Towns,” Kiplinger’s “10 Best Cities for the Next Decade,” and “one of the Top 100 Best Places to Live 2018” by Livability.com. It is also notable that Burlington was the first city in America to start running completely on renewable energy.