



# University of Vermont

**Dean of the Grossman School of Business**

Leadership Profile

June 2025



*WittKieffer*

## Executive Summary

The University of Vermont (UVM), a nationally recognized R1 research institution that is among the nation's leading public land-grant universities, seeks an accomplished scholar and innovative academic leader to serve as the next dean of the Grossman School of Business (GSB). Applications, inquiries, and nominations are invited.

The University of Vermont (UVM) was originally founded as a private institution in 1791; since that time, it has always been an essential civic force in Vermont. The fifth New England college, established after Harvard, Yale, Dartmouth, and Brown, is popularly called UVM, a derivation from its Latin name, *Universitas Viridis Montis*, the University of the Green Mountains. UVM embraces both a strong teaching mission and a dedication to advancing knowledge through research achieved by a distinguished faculty of accomplished teacher-scholars. UVM is consistently recognized for its academic excellence and great overall value, ranking among the nation's top 100 public universities in U.S. News & World Report. The 460-acre campus is home to approximately 12,300 undergraduate students, 2,200 graduate students, and 500 medical students.

The Grossman School of Business at the University of Vermont educates environmentally and socially responsible leaders, researchers, practitioners, and advocates for success in complex, global, multi-stakeholder, and sustainable environments. The GSB is a vibrant intellectual community offering undergraduate, graduate, and professional education to more than 1,050 students from around the world. Through its committed 36 faculty and 21 staff and strong emphasis on experiential learning opportunities, students develop quantitative, conceptual analysis, and technology skills, while expanding their classroom experiences working on applied projects in real business settings.

The GSB ranks #2 in the Corporate Knights 2024 Better World MBA Ranking globally, and #1 in the United States. The Sustainable Innovation MBA Program ranks as the #2 Best Green MBA Program by the Princeton Review. Seven of the school's 36 faculty members hold endowed chairs and five hold endowed professorships. The GSB further boasts a 95% graduate placement rate six months after graduation.

Reporting to the provost, the new dean will join UVM at a time of significant momentum and achievement for UVM and for the Grossman School of Business. The university – which recently achieved Carnegie R1 Research status – will welcome [Marlene Tromp](#), Ph.D. as its 28<sup>th</sup> president, later this summer. The new dean will collaborate closely with fellow deans across the university, as well as with industry leaders, GSB alumni, corporate partners, and peer institutions, to seize opportunities that advance research, business education, and practice, particularly those aimed at creating positive societal impact and promoting equitable, sustainable business development. The incoming dean will be charged with further elevating GSB's national and global reputation by championing student success, fostering high-impact research, building strategic research-practice partnerships, and engaging key stakeholders. Additionally, the dean will play a critical role in supporting faculty, enhancing academic quality, driving recruitment and retention, and overseeing budgetary planning and fundraising initiatives.

The successful candidate will have a record of scholarly achievement appropriate for a tenured appointment at the level of full professor within the school. The next dean of the Grossman School of Business will be a visionary, entrepreneurial, and globally minded leader who brings a strong academic foundation and a deep commitment to innovation, sustainability, inclusivity, and integrity. This individual will possess significant administrative expertise including financial management, fundraising, faculty

support, and accreditation, and will be adept at aligning academic programs with evolving industry trends. The ideal candidate will have experience building academic-industry partnerships and a passion for student success. They will be a collaborative, transparent, and empathetic leader who champions environmental, social, and governance (ESG) principles; fosters a culture of academic excellence and shared governance; and advances GSB's mission and strategic plan in alignment with UVM's land-grant values.

To submit a nomination or express a personal interest in this position, please see Procedure for Candidacy at the end of this document.



## Opportunities and Expectations for Leadership

GSB has been enormously successful over the last decade in developing innovative, sustainably focused academic programs and experiential learning opportunities, including the recently developed Co-operative Education Program that propels its graduates into outstanding business careers. With a growing undergraduate and graduate population, the new dean will take on the challenge of balancing growth with the delivery of community-oriented and faculty-engaged academic experiences. Interdisciplinary research and opportunities for collaboration across campus are also growing, which presents a crucial moment to expand GSB's impact. The GSB dean will continue to advance GSB's research profile while ensuring a culture of respect, mentorship, information-sharing, and care for its faculty, staff, and students.

The new dean of the Grossman School of Business will be expected to:

- **Implement and Shape GSB's Vision and Strategy**

The GSB recently completed a strategic plan that is focused on student learning outcomes. The dean will champion this vision, lead implementation, and commit time and resources to support the GSB community in taking measurable action. As it continues to navigate a competitive and challenging future for higher education, GSB will benefit from clear and strategic thinking about its mission, programs, community outreach, and alumni relations. The new dean, working and collaborating with GSB's faculty, staff, students, and alumni, will play an essential role in achieving its vision.

- **Contribute to the University's Recent R1 Designation**

In February of 2025, UVM achieved the prestigious Carnegie R1 designation, joining the highest level of research institutions. The next GSB dean will continue to focus on growing GSB's research portfolio by supporting faculty research success, strategic hiring, incentivizing high profile publications, and considering ways for GSB faculty to strengthen research excellence. The dean must set high expectations for research productivity and impact and increase resources in support of research. The dean will further encourage faculty to seize upon the growing opportunities for increased interdisciplinary research across the institution.

- **Enhance the Profile and Increase Impact**

The dean will articulate the school's distinctions and strengths and will seek avenues to promote the quality and impact of its faculty, students, graduates, and educational and research programs. As the school's chief advocate and spokesperson, the dean will ensure the school is a recognized leader regionally and nationally. There are numerous opportunities to further elevate GSB's impact and visibility. These include enhancing its research profile, contributing meaningfully to the university's distinctive areas of excellence, and strengthening GSB's well-established reputation across Vermont and the broader region for producing exceptional business talent. Additionally, GSB can expand its role in meeting the ongoing educational needs of the business community by developing innovative programs, forging strategic partnerships, and launching collaborative initiatives with businesses, government agencies, and non-profit organizations, both regionally and within Vermont, to support shared goals in economic development.

- **Promote an Inclusive Environment**

The next dean must inspire and motivate the school around a vision for an inclusive community

guided by Our Common Ground principles while recruiting and retaining a talented faculty, staff, and student body. The next dean must ensure a healthy and productive work environment and an organizational culture of openness, fairness, and transparency that celebrates a diversity of thought and expression. The new dean must be committed to tangible progress, exhibiting leadership both locally and nationally.

- **Manage Resources Wisely and Develop Additional Resources**

The next dean must be a strategic and responsible steward of GSB's financial resources, recognizing that fulfilling the school's vision and strategic priorities will require navigating the realities of constrained funding. This leader will be expected to secure new resources through compelling communication, effective fundraising, and the expansion of innovative, revenue-generating programs that respond to the evolving demands of the business landscape. As an experienced academic administrator, the dean should possess the ability to project, manage, and leverage resources in ways that foster innovation, philanthropy, creativity, and entrepreneurial thinking. They must also serve as a strong advocate for GSB's needs within the university, managing resources with fairness, transparency, and strategic foresight. The role demands the courage and clarity to make transformative decisions and to communicate those decisions and their rationale openly. With a \$104 million endowment, GSB offers the incoming dean a strong foundation and significant opportunity to sustain and accelerate fundraising momentum, leveraging these resources to propel the school's continued growth and impact.

- **Foster Academic Excellence, Assessment, and Student Success**

Advancing academic excellence and fostering a culture of continuous assessment are vital to GSB's future success. The school must meet both internal and external expectations for more robust evaluation of its programs and services such as measuring student learning outcomes, tracking skill development, and gaining deeper insights into graduates' career trajectories. The dean will play a pivotal role in leading these essential efforts. In light of current economic pressures and shifting student demographics, GSB must continue to think and act strategically to attract and retain high-caliber students. Strengthening career services, including internships, networking opportunities, and job placement support, will be a key priority for the next dean.



## Professional Qualifications and Personal Qualities

The next dean of the Grossman School of Business will be a dynamic, visionary, and entrepreneurial leader who brings a forward-thinking approach to higher education and a proven ability to bridge academia and industry. This individual will be committed to student, staff, and faculty success and to the University of Vermont's land-grant mission. They will be globally minded and committed to GSB's deep values of innovation, sustainability, inclusivity, and integrity.

The ideal candidate will possess a strong academic foundation complemented by industry experience. They will have significant administrative experience including financial management, fundraising, faculty supervision, and experience in supporting accreditation. They will be fluent in the evolving landscape of higher education, including non-traditional and online learning, and skilled in aligning academic initiatives with emerging industry trends.

GSB seeks an inspiring and visionary leader with:

- an earned doctorate with a strong scholarly record as well as applied industry experience, particularly in finance and management. The ideal candidate will have research expertise in a business discipline that complements existing GSB strengths (e.g., finance, marketing, accounting, information systems, strategic management, and entrepreneurship) and have extensive networks across academia and industry, both nationally and internationally.
- experience building academic-industry bridges through partnerships, applied research, and career-focused programming. The ideal candidate will have experience with the AACSB accreditation processes and continuous academic improvement.
- demonstrated expertise in strategic planning, project management, and financial stewardship, including IBB/RCM budget models. The ideal candidate will have experience working in a unionized environment.
- proven success in alumni engagement, fundraising, grant acquisition, and cultivating strategic partnerships.
- proven ability to supervise, mentor, and support faculty at all ranks fostering academic excellence, innovation, and collegiality, and who is committed to shared governance, transparency, and collaborative decision making.
- entrepreneurial mindset with a track record of launching innovative academic programs, including online and executive education and who sees the importance of leveraging technology to enhance connection and learning.
- a deep passion for student success, well-being, and empowerment.
- a people-centered leader with an open-door, transparent, and diplomatic approach who leads with integrity, empathy, and empowerment, fostering a culture of inclusivity, ethical responsibility, and collaboration.

- a commitment to championing environmental, social, and governance (ESG) principles across curriculum, research, and operations and to UVM and GSB's land-grant mission and focus on promoting public service, ethical leadership, and sustainability.



## Role of the Dean of the Grossman School of Business

As a member of the University of Vermont's senior leadership team and GSB's chief academic officer, the new dean must be a highly collaborative, empathetic leader who will engage students, faculty, staff, and alumni; be responsible for ensuring and promoting academic excellence; provide bold and innovative leadership; serve as an active advocate for resources and infrastructure that align with GSB and university priorities in research and teaching; and be an impassioned representative for GSB on campus, within the community, and at the national and international level.

The dean's relationship with GSB alumni is critical to student success and maintaining relevance for students and faculty in a fast-changing business and political environment. The dean, along with the faculty and the support of the staff, provides alumni the opportunity to interact with the student population as speakers in courses, on career panels throughout the year, as mentors to interested students, hosting events in their companies, providing internship and co-op opportunities, and being judges at GSB case competitions and business pitch competitions. The school has the support of a 33-member, dean-appointed advisory board that includes alumni, parents, local business leaders, and executives with broad experiences in all business disciplines. With two yearly on-campus meetings, this strong and engaged board helps the dean and GSB community to continually evolve its academic programming, experiential learning, and research excellence.

Under the leadership of President Marlene Tromp and [Interim Provost Linda Schadler](#), the new dean will join UVM during an exciting time as it springboards on its recent designation as a Carnegie R1 university. For an accomplished, energetic, dynamic, and innovative leader, this is a transformational opportunity to grow GSB's research enterprise, advance its undergraduate and graduate education, and promote interactions with other colleges and schools, all to propel GSB to the next level of national and international recognition and impact.

### Reporting Relationships

<b>Reports to:</b>	Provost and Senior Vice President
<b>Partners with:</b>	Deans of other UVM Colleges and Schools Provost's Operational Management Team
<b>Direct Reports:</b>	Dean's Assistant Associate Dean Assistant Dean of Administration Program Directors Two Communications Professionals (functional) Major Gifts Officer (functional)
<b>Relates to:</b>	President's Cabinet Council of Deans Foundation Board Members GSB Board of Advisors Student Advisory Board

## The Grossman School of Business

The Grossman School of Business (GSB) at the University of Vermont prepares students to become responsible, innovative business leaders equipped to thrive in a dynamic, complex, and sustainable global economy. Building on the strengths of Vermont's land-grant, flagship university, GSB is widely recognized for academic excellence, close student-faculty interaction, strong alumni relationships and support, and distinctive focus on sustainability, entrepreneurship, and experiential learning.

GSB has grown its student body more than 50% in the last decade while substantially increasing its selectivity. GSB currently serves approximately 1,050 students – 950 undergraduate students in the Bachelor of Science in Business Administration (BSBA) program and around 100 graduate students in the Master of Accountancy (MAcc offers minors in Business Administration and Accounting to students outside GSB). This program offers minors in Business Administration and Accounting to students outside GSB.

At the graduate level, the 12-month Sustainable Innovation MBA (SIMBA) program integrates sustainability across the curriculum and culminates in a practicum consulting project addressing real-world sustainability challenges. The program has been ranked the #1 Better World MBA in the U.S. and #2 in the world by Corporate Knights. The MAcc program, ranked in the top 10% nationally for CPA pass rates, includes a sustainability track with courses in ESG and non-financial reporting.

GSB has no academic departments. Its 36 faculty members (31 tenure-track and 5 non-tenure track) all hold terminal degrees in their fields. Faculty members are actively engaged in research published in top academic journals. This prestigious national and international work spans both theory and practice, often involving real-world business challenges through community and industry partnerships. Seven faculty hold endowed chairs, and five hold endowed professorships.

GSB emphasizes experiential learning across all levels, offering students opportunities such as internships (100% of undergraduates participate in at least one internship before they receive their degree), national and international case competitions, business pitch events, and student-organized trips to major metropolitan areas like New York and Boston for alumni networking. Students also manage equity funds, including the Green Mountain Equity Fund, the SI-MBA Impact Fund, and the Decentralized Finance (Crypto) Fund. The Co-operative Education Program, launching in Fall 2025, will further expand practical learning opportunities. GSB also hosts the globally renowned Schlesinger Global Family Enterprise Case Competition (SG-FECC) annually, attracting student teams from business schools across five continents.

GSB also boasts a Center for Student Success, comprised of seven staff that work alongside the university's Career Center to support students in launching their careers.

Over the last 12 years, the current dean has worked to raise \$90+ million in philanthropic support, bringing GSB's total endowment to more than \$100 million. The support of loyal alumni has allowed GSB to establish endowed chairs and professorships and to establish innovative programming, such as the recent launch of the new Co-operative Education Program.

GSB is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB) and has received significant external recognition:

- #1 Green MBA by The Princeton Review (multiple years)

- #1 in the U.S. and #2 globally in Corporate Knights Better World MBA rankings
- Top 50 MBA programs for Entrepreneurship (The Princeton Review)
- Top 25 globally for family business education (Family Capital)
- Top 30 Business Schools in the US (U.S. News and World Report) 2019-25
- SGFECC: 2023 Prestigious International Achievement Award from Family Firm Institute leading global association for family enterprise professionals
- Ranked among the top 3 U.S. schools for positive societal impact (World Economic Forum, Positive Impact Ratings)
- The Master of Accountancy is #1 for CPA first exam success in the US (2021), Top 5% MAcc program in the US (2012-2024), and Top 10% CPA first time exam success rates in the US

GSB actively engages the regional business and entrepreneurial community through initiatives such as the Vermont Businesses for Social Responsibility, the Vermont Family Business Initiative, Next Gen Board, and UVM Innovation. Alumni play a vital role in mentoring students and shaping curriculum, supported by an active Board of Advisors that assists with strategic planning, alumni engagement, and fundraising.

GSB's annual operating budget is approximately \$22.2 million. Its academic and administrative activities are located in Ifshin Hall and the adjoining Kalkin Hall. Ifshin Hall, constructed in 2018, was the first building at UVM funded entirely by philanthropy, reflecting the support of alumni and others for the success and growth of GSB. GSB benefits from the dedication of 21 full-time staff members who contribute to student success and operational excellence.

With a focus on academic rigor, professional preparation, and socially responsible leadership, the Grossman School of Business continues to empower students to make meaningful contributions in their careers and communities around the world.

## Mission

*GSB develops entrepreneurially thinking graduates who are professional and technically competent. GSB fosters an inclusive community that respects and embraces diverse perspectives and experiences, and faculty create impact through teaching, research, and scholarship.*

## Vision

*GSB will be recognized as a leader in business education and scholarly research. Graduates of its programs will have mastered the technical tools of business and developed the capacity for and commitment to life-long learning. The school will distinguish itself by the intellectual rigor of its undergraduate and graduate programs and the integration of faculty research and professional experience into the curriculum.*

## Shared Principles

### ***A commitment to excellence in teaching through:***

- *Delivering a rigorous curriculum that provides students with state-of-the-art knowledge necessary to compete in an increasingly integrated international economy*
- *Cultivating the student's passion for life-long learning and problem solving*

- *Emphasizing critical-thinking, analytical, and writing skills as well as cross functional awareness*
- *Developing strong leadership skills and the ability to function effectively in teams*

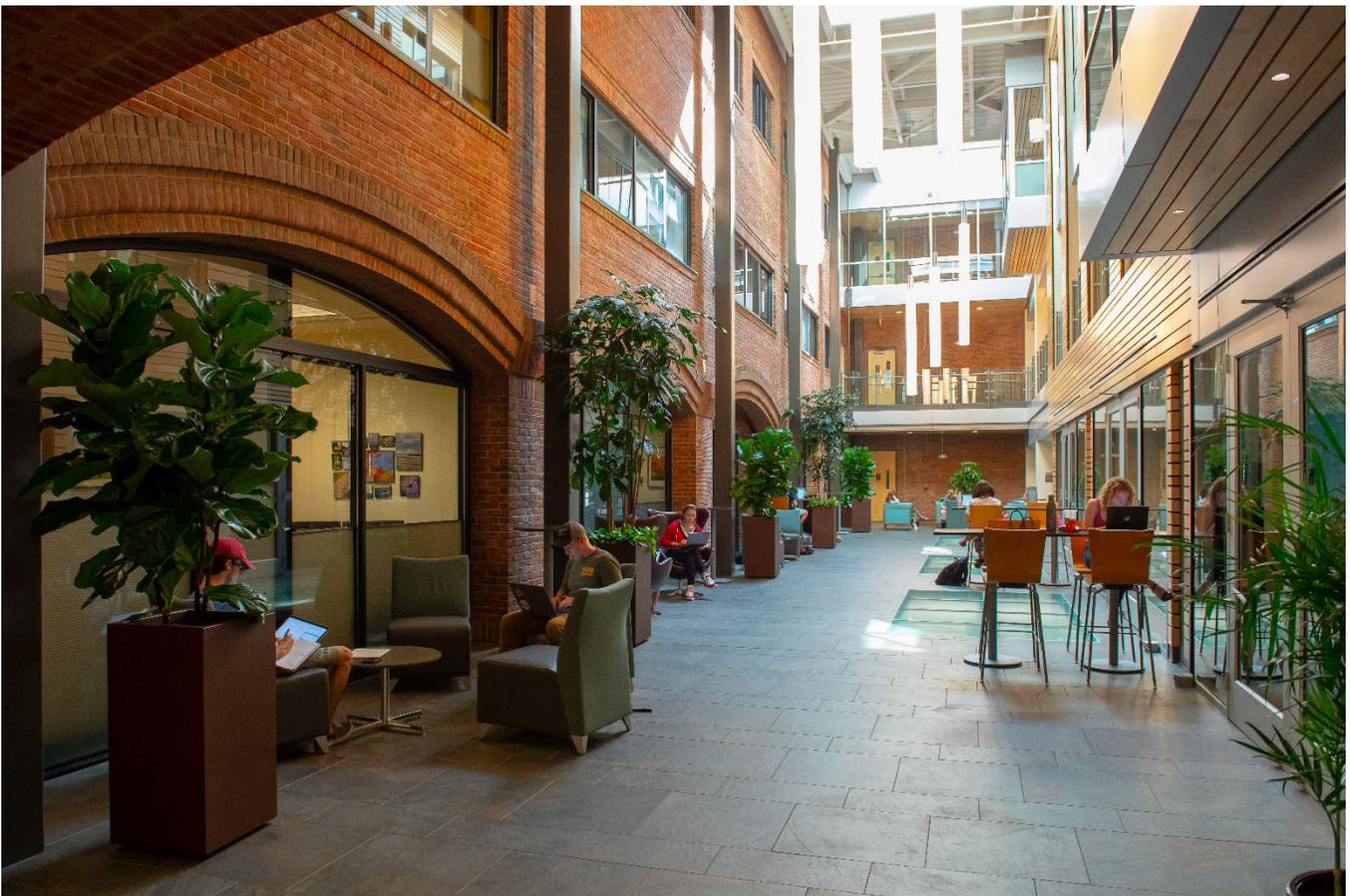
***A commitment to excellence in the creation and dissemination of knowledge through:***

- *Producing high quality peer-reviewed research publications*
- *Obtaining public and private support for research*
- *Sharing research insights with external constituencies*
- *Engaging students in the research experience*

***A commitment to excellence in the academic environment through:***

- *Ensuring ethical behavior on the part of administration, faculty, staff, and students*
- *Creating a physical environment that ensures students have the opportunity to learn*
- *Delivering the preponderance of instruction by full-time tenure-track faculty*
- *Providing a collegial environment that promotes civil discourse among those holding divergent points of view*

Learn about the GSB Strategic Plan [here](#).



## Academics

### Undergraduate Programs:

- **Bachelor of Science in Business Administration (B.S.Bus.Admin):** All students earn a degree that reflects an encompassing business education where students choose one interdisciplinary theme in either entrepreneurship, global business, or sustainable business.

### Graduate Programs:

- **Sustainable Innovation (SI-MBA):** This is an accelerated, one-year program that integrates sustainable business practices across disciplines, focusing on the essential toolkit needed to manage and transform business.
- **Master of Accountancy (MAcc):** This 30-credit program develops fluency with accounting, auditing, taxation, and regulatory issues and satisfies the credit-hour requirement to sit for the CPA exam.

### Professional Education:

- **Certificate of Graduate Study in Sustainable Family Enterprise:** This is an online, 9-credit certificate.
- **Certificate of Graduate Study in Sustainable Enterprise:** This is an entirely online 15-credit graduate-level certificate.

## Grossman Co-op

Grossman Co-op, the university's largest experiential Co-op program, is an immersive full-time paid work experience integrated into undergraduate academic studies where students alternate between classroom education and full-time employment, all while gaining practical, hands-on experience in their field of study. Working full-time in partner organizations allows students to experience real-world business situations, gain critical problem solving and communication skills, and apply classroom knowledge and tools to real-world business applications.

## Center for Student Success

The Center for Student Success (CSS) at the Grossman School of Business provides academic and career advising to business school students. CSS assists students at all stages, from declaring a concentration or planning a schedule to connecting with UVM Career Services and networking with alumni. Services include:

- Personal academic advising in the first and second year for all students (faculty advisors assigned in third year)
- Career and professional development opportunities starting in the first year
- Connections to student organizations to help with adjustment to college life
- Dedicated study abroad advisor in the Center for Student Success

## Family Business Initiative

GSB believes that understanding and fostering successful family businesses is a force of good for the planet and people. The Family Business Initiative is pioneering family business research and education. The research-based internationally renowned in-person and online courses, forums, awards, and case competitions support the learning and networking needs of students, educators, family business advisors, and leaders.

## Points of Distinction

- GSB has a \$104 million endowment. As the principal fundraiser, the dean will continue fundraising momentum and leverage the endowment to propel GSB to the next level of national and international reputation and impact. GSB has outstanding internationally recognized faculty. Seven hold endowed chairs and five hold endowed professorships.
- GSB has two nationally and globally ranked professional graduate programs and offers a diverse array of focused experiential learning opportunities for students.
- The school has active engagement and supports more than 200 alumni each year, who play a vital role in mentoring students, shaping curriculum and establishing innovative programming.
- The admissions process at GSB is highly selective, and the school has seen significant growth in enrollment over the last several years.
- GSB boasts a 95% graduate placement rate 6 months after graduation.



## About the University of Vermont

**An institution like no other.** Chartered in 1791 as the fifth college in New England, UVM rapidly claimed a respected reputation among progressive thinkers and doers in the rugged, vibrant, and spectacular place that became the State of Vermont that same year. The university has evolved significantly and continuously for over 230 years to become a leading public research university, achieving an R1 Research Activity Designation from the prestigious Carnegie Foundation, a designation earned by less than 3% of U.S. higher education institutions in 2025.

In harmony with its early roots as a champion of the liberal arts, the institution is chartered with a Latin name, *Universitas Viridis Montis* (University of the Green Mountains), abbreviated to the familiar “UVM” used to this day. Anchored in scholarly tradition yet helping to define a new state’s and nation’s future, UVM established a reputation “like no other” from the beginning.

The charter explicitly supported freedom of religion, breaking ranks with institutions like Harvard, Yale, Dartmouth, and Brown to become the first institution of higher learning to publicly declare a secular stance. In 1838, Andrew Harris became the first African American graduate. In 1871, UVM defied convention yet again by admitting two women students. UVM’s chapter of the Phi Beta Kappa honor society was also pioneering, becoming the first chapter of the honor society the first to admit women (1875) and African Americans (1877).

**New approaches, age-old values.** UVM played a significant role in the region’s social, intellectual, and economic development during the late 18<sup>th</sup> and throughout the 19<sup>th</sup> century – realizing the ambitious vision of founder Ira Allen. In 1822, a medical college was formally created – the seventh in the nation. A generation later, following the passage of the Morrill Land Grant Act, Vermont’s legislature built a new State Agricultural College at UVM. One year later, in 1865, the two institutions merged, and the state committed annual support to the new enterprise for the first time.

In the mid-20<sup>th</sup> century, state and UVM leaders collaborated to designate UVM a public university that would forever serve as Vermont’s flagship, offering discounted tuition to state residents. An unwavering commitment to accessibility and affordability continues today with the creation of the [UVM Promise](#) to ensure most Vermonters from families below the state’s median household income pay zero tuition.

A comprehensive public mission emerged, combining the rigorous scholarship of the liberal arts, the engagement ideals of the Land Grant Act, and the curiosity and innovation of a research university. These influences have formed a powerful combination of academic gravitas and practical outcomes. Throughout its history, UVM has maintained enrollment at a scale that fosters meaningful personal engagement and a robust feeling of community on a vibrant campus in an exceptional location.

[Our Common Ground](#) – a set of six universal values– is a prominent feature of life on the UVM campus, literally carved in stone in front of the student center and visible in many ways through annual awards and other forms of recognition. Regardless of the many backgrounds, cultures, and points of view represented at UVM, community members share “Our Common Ground” of Respect, Integrity, Innovation, Openness, Justice, and Responsibility, believing that these principles represent the course of UVM’s history as much as they provide purpose and aspiration to today’s students, faculty, and staff.

UVM faculty play an essential 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 unions.

**UVM in 2025.** UVM achieved an R1 Research Activity Designation from the prestigious Carnegie Foundation in 2025 and ranks among the nation's top public research universities today. The National Science Foundation ranks UVM #85 among public universities based on total research activity. The university is also ranked by multiple sources as the "greenest universities," "best places for LGBTQ students," and "most bike-friendly campus." UVM has earned the number one ranking on the 2024 "Best Schools for Making an Impact" list of public universities and colleges, a Best Value College category published by The Princeton Review. The Peace Corps ranked the University of Vermont No. 3 among medium-sized U.S. schools on the agency's latest listing of top 25 volunteer-producing colleges and universities for 2025. Enrollment (Fall 2024) included 11,743 undergraduates, 1,713 graduate, and 487 medical students. Recent years have attracted record-breaking applications in all categories and incoming classes with the highest-ever academic credentials and most diverse backgrounds.

The university is committed to its students' success in all realms – academic, professional, and social. The culture of the campus and region is conducive to health and wellness, helped by four seasons of unmatched opportunity for outdoor recreation and other activities. Hundreds of students choose to live in the university's Wellness Environment residential community, one of the [residential learning communities](#) on campus.

The university's research enterprise has grown significantly over the past decade, reaching total external funding of over \$266 million in Fiscal Year 2024. Distinctive areas of research excellence – in addition to those housed within the GSB – include human and animal health, environmental sciences, energy, sustainability, food systems, hydrology, agriculture, advanced computing, and engineering.

The university's faculty of more than 1,800 supports UVM's teaching, research, and engagement mission. Among its faculty are winners of Guggenheim Fellowships, Pulitzer Prizes, and other prestigious scholarly awards. Nine out of ten faculty members hold the highest degree in their academic discipline or professional field.

In 2019, the UVM Board of Trustees adopted a new strategic plan, [Amplifying Our Impact](#). The plan calls for three strategic imperatives to guide major decisions about the university's future: ensuring student success, investing in research excellence, and engaging with the people, organizations, businesses, and government of Vermont. Connected directly to the land-grant mission, these imperatives provide a framework for allocating resources, organizational structure, and breadth of programs.

The University of Vermont is a welcoming, educationally purposeful community committed to creating an inclusive environment that embraces intellectual diversity and global perspectives. UVM seeks to prepare students to be accountable leaders who will bring to their work a grasp of complexity, effective problem-solving and communication skills, and an enduring commitment to learning and ethical conduct. Members of the University of Vermont community embrace and advance the values of Our Common Ground: Respect, Integrity, Innovation, Openness, Justice, and Responsibility. The successful candidate will demonstrate a strong commitment to UVM's mission and advancing Our Common Ground values through their teaching, service, research, scholarship, or creative arts.

## Burlington, Vermont

The UVM campus sits in the heart of Burlington, land and home of the Abenaki People, Vermont's largest city, with 50,000 people in town and 214,000 more in the greater urban area. Burlington boasts a bustling shopping and restaurant scene, a thriving arts community, and an unparalleled Lake Champlain waterfront, and 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. Burlington was the first city in America to start running completely on renewable energy.



## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Vermont in this search. For fullest consideration, candidate materials should be received by September 26, 2025. Employment is subject to a successful background check.

Applications, nominations, and inquiries can be directed to:

Robin Mamlet, Cathryn Davis, and Corin Edwards

[UVM-GSBDean@wittkieffer.com](mailto:UVM-GSBDean@wittkieffer.com)

Compensation range: \$432,000 – \$452,000

Compensation will be commensurate with both experience and achievement and includes a highly competitive array of benefits.

*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.*