



University
of Vermont

Provost and Senior Vice President Leadership Profile

May 2026



Executive Summary

The University of Vermont (UVM) invites inquiries, nominations, and applications for the position of provost and senior vice president, a rare opportunity to help shape the future of a distinctive public research university at a moment of profound possibility and responsibility.

UVM stands at a pivotal inflection point. In 2025, the university achieved R1 Research Activity designation, joining the nation's most research-intensive institutions. In parallel, under the leadership of President Marlene Tromp, UVM has articulated an ambitious, values-forward strategic direction through [Green, Gold, and Bold: Green Mountains, Gold Standard, Bold Future](#)—a plan that calls upon the university to lead with principle, imagination, and public purpose.

President Tromp has framed higher education as a moral and civic force, essential to sustaining democratic values, protecting knowledge and inquiry, and addressing some of the most pressing challenges of our time. She has emphasized leadership grounded in courage, compassion, and renewal—recognizing that moments of disruption and strain can also serve as catalysts for meaningful transformation. The provost will be a central partner in advancing this vision across the academic enterprise.

As UVM's chief academic officer, the provost will serve as the academic leader of the campus, with responsibility for faculty and academic affairs, the colleges and schools, student life and services, and a range of university-wide offices, centers, and programs. Working closely with the president and academic leadership, the provost will guide the university through the opportunities and complexities of its transformative initial years as an R1 institution, while preserving UVM's longstanding commitments to excellent teaching, shared governance, access, and public engagement as Vermont's land-grant university.

UVM seeks a provost who combines academic stature, systems thinking, and values-centered leadership—someone who can inspire trust, clear pathways for progress, and work with faculty and academic leaders to move ambitious ideas into implementation with clarity, accountability, and shared ownership. Of particular importance is the ability to reduce operational complexity across the academic enterprise, thereby enabling change to proceed with greater momentum, clarity, and a renewed sense of optimism and joy in the work.

This is an opportunity to lead at an institution where scale enables meaningful connection, where faculty know their students, collaboration is a daily practice, and leadership is grounded in relationships. The provost's leadership will shape not only the university's academic direction, but also its contribution to the future of Vermont, the nation, and higher education at large.



Role of the Provost and Senior Vice President

The provost and senior vice president serves as the University of Vermont's chief academic officer and a key member of the university's senior leadership team. Reporting to the president, the provost provides strategic leadership for all academic programs, research and creative activity, libraries, faculty affairs, student success initiatives, and academic support units, ensuring coherence, quality, and alignment with institutional priorities.

The provost oversees UVM's nine academic colleges and schools, as well as a broad portfolio of academic and administrative units, including Academic Affairs and Student Success, Faculty Affairs, Intercultural Excellence, Student Affairs, Institutional Research and Assessment, and UVM Global (international student affairs and partnerships). Working closely with the president, deans, faculty leaders, and administrative partners, the provost ensures that academic strategy is fully integrated with institutional planning, resource allocation, and operational decision-making.

As a senior partner to the president, the provost plays a central role in advancing the university's strategic plan, stewarding the academic mission in a unionized, shared governance environment, and representing the academic enterprise to the Board of Trustees and external constituencies. The provost will also be an important thought partner in major institutional initiatives, including philanthropy, state engagement, and system modernization.

Balancing visionary leadership with operational rigor, the provost is expected to lead change with integrity, transparency, and respect for UVM's culture—bringing steadiness, courage, clarity, and optimism to a community eager to move forward together.



Opportunities and Expectations for Leadership

The next provost will join UVM at a moment of uncommon opportunity and responsibility. Building on extensive listening sessions and survey input, UVM seeks a leader prepared to advance the following priorities:

- **Lead Academic Strategy in Partnership with a Values Forward Presidency**

President Tromp has articulated a vision of higher education as a guardian of knowledge, inquiry, and democratic values, particularly in a time of political pressure, declining trust in institutions, and challenges to academic freedom. The provost will be a critical partner in advancing this vision across UVM's academic enterprise. The provost will help ensure that decisions about programs, research priorities, and resource allocation are grounded in UVM's mission, history, and values. This includes protecting intellectual inquiry, reinforcing academic freedom, and helping the institution stand firmly, with deep thought and care, in moments of external pressure. This role requires moral clarity paired with pragmatic leadership: a provost who understands that academic integrity, civic responsibility, and institutional sustainability are inseparable.

- **Advance and Execute an Ambitious Strategic Plan through Shared Leadership**

UVM's [Green, Gold, and Bold](#) strategic plan reflects one of the most inclusive planning processes in the university's history. The challenge now is disciplined and sustained execution. The provost will play a central role in translating the plan's aspirations into clear priorities, achievable timelines, and measurable outcomes, working closely with deans, faculty leaders, staff, and students. This includes connecting unit-level and college plans to institutional goals, strengthening coordination across schools and divisions, and fostering a shared sense of purpose. Successful execution will also require focus and discernment. The provost must help the community identify what to advance, adapt, or cease doing, ensuring that effort and resources are directed toward initiatives with the greatest potential for impact.

- **Clear Pathways for Progress and Restore Optimism in the Work**

UVM's community has expressed a clear and hopeful vision: a university where students, faculty, and staff can do their best work—and want to stay. The provost will play a central role in advancing this vision by streamlining processes, clarifying decision pathways, and removing accumulated friction that diverts time and energy from the vital work of teaching, mentoring, research, and service. This work should be marked by a deep respect for shared governance and nuance. It requires thoughtful judgment to distinguish structures that safeguard academic integrity from those that no longer serve the university's mission.

The provost will partner with faculty, staff, and university leadership to ensure that systems and processes support rather than hinder the core academic enterprise. By reducing internal barriers and enabling more effective ways of working, the provost will help the community focus on what matters most, advancing institutional priorities with clarity and purpose. In doing so, the provost will foster renewed optimism, confidence, and satisfaction in the shared work of the university.

- **Advance UVM's Distinctive Model of a Student-Centered R1 University**

Achieving R1 designation marks an important milestone, but not an endpoint. At UVM, research excellence is intertwined with teaching and mentorship; faculty engage students directly in discovery across disciplines. The provost will be responsible for helping UVM mature thoughtfully as a research-intensive institution while preserving its distinctive strengths. The provost will lead in strengthening research infrastructure and support services; advancing interdisciplinary and collaborative scholarship; improving support for graduate education; and ensuring that research growth enhances, rather than eclipses, UVM's student-centered and land-grant missions. The provost will help define what it means to be a values-driven R1 institution of UVM's scale—ambitious yet focused, innovative yet grounded.

- **Deepen the Integration of the Larner College of Medicine with the Broader Campus**

A defining complexity and opportunity of academic leadership at UVM is the central integration of the Larner College of Medicine with the broader campus—advancing interdisciplinary teaching, research, and public impact while supporting faculty whose work spans scholarship, teaching, and clinical practice. The provost must strengthen collaboration across academic and clinical boundaries, align policies and resources, and

balance distinct cultures and expectations while sustaining the vitality and missions of all schools and colleges.

- **Align Research, Teaching, and Innovation towards Real-World Impact**

UVM's research and teaching missions are deeply connected to its commitment to human well-being and environmental stewardship. The provost will champion discovery and innovation oriented toward real-world problem-solving. This includes supporting interdisciplinary initiatives, community-engaged research, innovative pedagogy, experiential learning, and thoughtful engagement with emerging technologies such as artificial intelligence—ensuring that innovation is guided by values, evidence, and accountability.

- **Rebuild Trust, Strengthen Culture, and Lead with Compassionate Courage**

Across listening sessions, the UVM community expressed a clear need for leadership that balances decisiveness with empathy and transparency. Consistent with President Tromp's emphasis on *sisu*—steadfast courage—the provost must be willing to address what is not working, hold clear expectations, and lead through difficult choices. At the same time, the provost will foster a culture of trust, care, and shared responsibility, contributing to improved morale and a renewed sense of purpose and joy in the institution's work.

- **Build, Mentor, and Align a Strong Academic Leadership Team**

With significant transitions underway, the provost will play a critical role in developing and aligning UVM's academic leadership. The provost will mentor deans and senior leaders, foster collaboration across colleges, and reinforce a culture of accountability, support, and institutional perspective. A successful provost at UVM will serve as a unifier in chief—someone who sees the whole institution, values diverse perspectives, and helps leaders move forward together with clarity and confidence.



Professional Qualifications and Personal Qualities

The University of Vermont seeks a provost who brings academic distinction, leadership that is visible, accessible, and grounded in UVM's *Our Common Ground* values, and the capacity to lead complex change with clarity and care. While no candidate will possess every qualification, the successful candidate will demonstrate many of the following attributes and experiences:

- **Academic Credentials and Scholarly Stature:** An earned doctorate or terminal degree and a record of scholarship that supports appointment as a tenured full professor at UVM. The provost must bring the intellectual credibility and scholarly accomplishment necessary to lead and earn the respect of a distinguished faculty across disciplines, including in a comprehensive R1 environment with a medical college.
- **Commitment to Mission, Values, and Public Purpose:** A deep alignment with UVM's identity as a public, land-grant research university and a demonstrated commitment to higher education as a civic and moral force. The provost will embrace UVM's *Our Common Ground* values—Respect, Integrity, Innovation, Openness, Justice, and Responsibility—and understand how institutional values must guide decision making during moments of complexity, constraint, and external pressure.
- **Strategic and Inspirational Academic Leadership:** A record of successful academic leadership in a comparably complex institution (e.g., as a provost, vice provost, dean, or equivalent), with the ability to articulate a compelling academic vision, set priorities, and lead change through partnership rather than edict. The provost must be able to inspire confidence, rally commitment, and sustain momentum across a diverse and unionized academic enterprise.
- **Research Leadership Grounded in Purpose:** A strong understanding of the contemporary research enterprise and the infrastructure, culture, and investments required to support a thriving R1 institution. The provost will value research excellence in service of people and planet, supporting interdisciplinary collaboration, graduate education, and public impact scholarship while avoiding mission drift or overextension.
- **Stewardship of Teaching and the Liberal Arts:** A demonstrated commitment to high-quality undergraduate and graduate education, including the integration of teaching, research, and experiential learning across disciplines and modalities. The provost will recognize the centrality of the liberal arts to UVM's mission while also affirming the essential contributions of the university's other colleges and schools to student success, research impact, and workforce preparation. The successful candidate will ensure that research growth in all academic areas strengthens—rather than diminishes—the student-centered educational experience.
- **Change Management and Operational Acumen:** Proven experience translating ambitious ideas into operational reality, including the ability to assess existing systems, remove unnecessary complexity, and guide institutions through periods of change. The provost will demonstrate sound judgment, follow through, and the ability to distinguish between processes that protect academic integrity and those that unnecessarily slow the community's innovation or undermine its well-being.
- **Financial and Organizational Judgment:** The capacity to work effectively within budgetary constraints while aligning resources with academic priorities. The provost will bring strong business and systems thinking, an understanding of incentive-based or responsibility-centered budget models, and the ability to partner with senior leadership to ensure institutional sustainability.

- **Shared Governance and Labor Relations:** A deep appreciation for shared governance and a demonstrated ability to work productively within a collective bargaining environment. The provost must be committed to transparency, consultation, and inclusive decision-making, while also willing to set expectations, enforce accountability, and make difficult but principled decisions.
- **Communication, Presence, and Interpersonal Effectiveness:** An exceptional communicator who listens deeply, speaks with clarity and authenticity, and is visible and engaged across campus. The provost should be able to convey complex ideas in ways that build trust, reduce uncertainty, and bring people along—even when decisions are challenging.
- **Personal Qualities and Leadership Disposition:** An authentic, emotionally intelligent, and resilient leader who combines compassion with courage. The successful candidate will bring humility, steadiness, a sense of humor, and an ability to foster optimism and joy in the university's work—creating an environment in which faculty, staff, and students feel heard, valued, and energized to move forward together.



About the University of Vermont

Overview

Founded in 1791 as the fifth college in New England, the University of Vermont is one of the nation's oldest universities and among its most distinctive. Located in Burlington, Vermont's vibrant cultural and economic center, UVM is the state's flagship public university, land grant institution, and only comprehensive research university.

From its earliest days, UVM has paired academic rigor with moral courage. It was among the first institutions in the nation to embrace a secular charter, to educate women, and to graduate African-American students. Vermont was the first state to outlaw slavery, and that legacy of fairness, justice, and public responsibility continues to shape UVM's identity today.

In 2025, UVM achieved R1 Research Activity designation, placing it among fewer than three percent of U.S. higher education institutions. This milestone reflects sustained growth in research activity, interdisciplinary collaboration, and externally funded discovery, while preserving UVM's long standing reputation as a student centered, community engaged university.

UVM enrolls approximately 15,000 students, including undergraduate, graduate, and medical students, across many modalities, and is supported by more than 4,000 faculty and staff. The university's scale fosters close faculty student engagement and a strong sense of community, while its breadth enables meaningful impact across disciplines and sectors.

Students at UVM learn not only in classrooms and laboratories, but alongside faculty mentors, in communities across Vermont, and through hands-on experiences that connect knowledge to real-world impact.

Mission and Vision

Guided by its *Our Common Ground* values, UVM creates, shares, and applies knowledge to serve humanity. The university is committed to improving and sustaining life for people, communities, and the planet, advancing meaningful inquiry, and strengthening democratic society.

UVM's mission is lived through the integration of:

- Student-centered education that develops critical thinkers and engaged citizens
- Research and creative activity that address complex, real-world challenges
- Public engagement and service, particularly in partnership with the people and communities of Vermont

A University Defined by Place—and Purpose

UVM's identity is deeply shaped by Vermont's culture: independent, community-oriented, values-driven, and willing to do things differently. As a land-grant institution in a small, rural state, the university plays an outsized role in the social, economic, environmental, and civic life of Vermont.

Faculty and students engage extensively in community-based research, Extension, experiential learning, and public-service initiatives, helping position Vermont as a laboratory for addressing pressing issues related to health, sustainability, agriculture, climate resilience, rural vitality, and democracy itself.

Academic Excellence and Impact

UVM comprises nine schools and colleges, including the nationally recognized Larner College of Medicine, and offers a broad array of undergraduate, graduate, and professional programs in-person, online, and in a hybrid format. The university's research enterprise spans disciplines—from biomedical and health sciences to environmental studies, engineering, agriculture, social sciences, humanities, and the arts—united by a strong emphasis on interdisciplinary collaboration and public impact.

UVM is consistently recognized for its leadership in sustainability, inclusive excellence, and student engagement, and has been ranked among the nation's top public universities for making an impact.

A Community Poised for the Future

Under President Marlene Tromp's leadership, UVM is entering a new chapter marked by renewed energy, an ambitious strategic plan, growing national visibility, and deep institutional reflection. While the higher education landscape presents real challenges—demographic shifts, financial pressures, and political complexity—UVM's community is energized by the belief that this moment also holds extraordinary opportunity.

The university seeks a provost who is inspired by that possibility and ready to help lead UVM with purpose, integrity, and imagination.

Academics

The University of Vermont offers an exceptional academic experience centered on student success. The nine schools and colleges offer 100+ bachelor's degrees and 120+ graduate degrees and certificates. While modest in size today, UVM intends—guided by its new strategic plan—to more than double its online degree offerings and expand infrastructure to support fully online students and faculty.

College of Agriculture and Life Sciences

The [College of Agriculture and Life Sciences](#) offers studies across a diverse spectrum and can encompass veterinary, animal, and plant sciences, as well as biological, microbiological, molecular, and biochemical sciences. Undergraduate and graduate students are exposed to the latest scientific, technological, and creative advances to meet the challenges of our time and while learning to continuously innovate in a rapidly changing world.

College of Arts and Sciences

The [College of Arts and Sciences](#) offers undergraduate and graduate programs in the humanities, social sciences, natural sciences, and fine arts. The College is dedicated to the rigorous pursuit, understanding, and dissemination of knowledge through the process of discovery, the creation of art, and the practice of teaching. The curriculum provides an integrated and engaging multidisciplinary experience that generates creativity, critical thought, effective communication, and a practiced commitment to serve the pressing needs of society and the natural world.

College of Education and Social Services

The [College of Education and Social Services](#) seeks to educate and prepare outstanding professionals in education, social work, and human services; to engage in policy-relevant scholarship of the highest quality; and to provide exemplary professional service within the state of Vermont, nationally, and globally. The College provides experiential and supportive learning environments inspiring students to create a more humane and just society—for people and planet.

College of Engineering and Mathematical Sciences

The [College of Engineering and Mathematical Sciences](#) brings together Computer Science, Mathematics, Statistics, Physics, Data Science, and Engineering. Students benefit from the college's ideal scale: the expanding programs and funding portfolio attract faculty who are leading researchers in their fields, yet the college remains small enough to provide intimate class sizes that provide hands-on learning opportunities in a team-based environment that cultivates strong and lasting connections between students, faculty, staff, and each other.

College of Nursing and Health Sciences

The [College of Nursing and Health Sciences](#) prepares the next generation of health leaders to transform care for individuals and communities—locally and globally. Through undergraduate, graduate, and certificate programs, the College offers a dynamic academic experience that blends deep expertise with broad, interdisciplinary exposure.

Grossman School of Business

The [Grossman School of Business](#), accredited by AACSB, educates responsible managers for success in complex, global, multi-stakeholder, and sustainable environments. Experiential learning is a crucial component of student success. Internship and study abroad opportunities, case and business pitch competitions, networking events with prominent alumni and local and regional business leaders, career panels and business leaders on campus are an important part of the curriculum.

Rubenstein School of Environment and Natural Resources

The [Rubenstein School of Environment and Natural Resources](#) seeks to be a catalyst for positive change by addressing rapidly evolving environmental challenges through justice-centered, ecological solutions. Its mission emphasizes unleashing empathy, innovation, and creativity to heal and transform human–environment systems, while advancing applied, collaborative research and inclusive, lifelong learning.

Graduate College

The [Graduate College](#) offers a wide range of graduate programs. The 100+ programs combine the academic excellence of a premier research university with a student-centric and collaborative spirit and deep commitment to interdisciplinary study.

Larner College of Medicine

The [Larner College of Medicine](#) is dedicated to developing exceptional physicians and scientists by offering innovative curriculum designs, state-of-the-art research facilities, and clinical partnerships with leading health care institutions. The College's commitment to excellence has earned national recognition, attracting talented students, trainees, physicians, and researchers from across the country. With a focus on intercultural excellence, the Larner College of Medicine prides itself on cultivating an environment that uplifts and supports its faculty and student populations while advancing medical education, research, and patient care in Vermont and beyond.

Patrick Leahy Honors College

The [Patrick Leahy Honors College](#) is an academic and residential college that enrolls students from the full spectrum of academic programs at UVM, providing a rigorous, multi-disciplinary academic challenge for some of the university's most capable undergraduate students.

Administrative Units

The [Division of Academic Affairs and Student Success](#) is responsible for university processes related to the portfolio of academic programs, curricular quality, and programs and creative efforts to enrich the undergraduate experience.

The [Division of Faculty Affairs](#) unites all UVM units whose primary focus is faculty recruitment and retention activities, as well as the facilitation and response to faculty professional advancement priorities, under the leadership of the Vice Provost for Faculty Affairs.

The [Division of Intercultural Excellence](#) promotes a sense of mattering by uplifting UVM's common ground values. UVM's four Intercultural Centers provide space and resources essential to community development and support.

The [Division of Student Affairs](#) works to create an outstanding student experience that promotes personal, social, and intellectual growth.

The [Office of Institutional Research & Assessment](#) is the central resource at UVM for student, faculty, staff, and curricular data, analysis, and assessment. The office uses data to support the management, planning, and policy activities at the institutional level and serves campus partners around internal reporting, external reporting, business intelligence, assessment, consulting/training, data governance, and other special initiatives.

[UVM Global](#) leads the international engagement strategy by advancing programs, initiatives, and policies that enhance UVM's international presence and foster global connectivity.

Leadership

President Marlene Tromp



Dr. Marlene Tromp is the 28th president of the University of Vermont. She brings to UVM an outstanding record of leadership at public universities. Her presidency begins as UVM is in the wake of record-breaking research and student outcomes and is poised to build upon its tradition of excellence as Vermont's flagship comprehensive research university and land-grant institution. She leads with a commitment to providing a world-class educational experience for students and elevating the university's broadly impactful research enterprise. She is proud to serve in a role dedicated to the success of Vermont.

Prior to her role at UVM, Dr. Tromp served as president of Boise State University for six years. She worked in partnership with the faculty to increase the academic excellence and research profile of Boise State and shattered the graduation record, research funding record and philanthropy record throughout her presidency. She increased access for students from all backgrounds, providing exceptional opportunities and integrating the university deeply with the local community and economy. With academic leaders, she created pathbreaking partnerships with industry and nonprofits to advance students and the state.

She has been a leader in higher education nationally, serving on the Association of Public and Land-Grant Universities Board and the Board of the American Council on Education, as well as on the U.S. Council on Competitiveness, designed to enhance U.S. productivity and prosperity for all Americans. She represented higher education at the international G7 Summit and has overseen global-scale institutes and centers on genomics, the

environment, microelectronics, community engagement, computing, and tech in the humanities and social sciences.

Dr. Tromp's passion for supporting students inspired her to increase student access by creating endowed scholarships to reduce the barrier of financial need, giving more talented students the opportunity to change their lives and bring their gifts to the world. Her conviction that students in rural communities deserved access to quality higher education led her to spearhead the Community Impact Program, which brings education to them, and the Hometown Challenge, which helps students return home to give back in their communities.

She has spent the majority of her administrative career at AAU institutions. She served as the campus provost and executive vice chancellor at the University of California at Santa Cruz, where she oversaw one of the most outstanding faculties on the continent. She also served as a dean and vice provost at Arizona State University, which was named the most innovative in the nation for ten years in a row. She remains a dedicated scholar and is the author of several books and many articles on Victorian literature and culture and its relationship to our current cultural moment, and has served as president of the North American Victorian Studies Association.



Burlington, Vermont | Quality of Life

Located on the eastern shore of Lake Champlain, between the Green Mountains and the Adirondacks, Burlington offers an exceptional quality of life that is integral to UVM's character and appeal.

Burlington is known for its vibrant waterfront, walkable downtown, thriving arts and food scenes, and strong commitment to sustainability—it was the first city in the United States to run entirely on renewable energy. Residents enjoy four distinct seasons and unparalleled access to outdoor recreation, alongside a deep sense of civic engagement and community.

For academic leaders and their families, Burlington, Vermont offers a compelling combination of professional purpose and personal well-being. The spectacular natural setting and dynamic small-city culture make Burlington a fixture on “Best” lists, including number 10 on USA Today’s “Best Small College Towns,” 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. UVM’s leaders can make a visible impact—in higher education, in the state, and beyond—while living in a place where quality of life is deeply valued.



Procedure for Candidacy

Applications can be submitted through the [WittKieffer Candidate Portal](#). Applicants should submit, as separate documents, a CV or résumé and a letter of interest addressing the themes outlined in this profile. WittKieffer is assisting the University of Vermont in this search. For full consideration, candidate materials should be received by **August 10, 2026**.

The search is being led by the WittKieffer team of Robin Mamlet, Cathryn Davis, and Corin Edwards.

Nominations and inquiries may be directed to Cathryn Davis at cdavis@wittkieffer.com and Corin Edwards at cedwards@wittkieffer.com.

Compensation range: \$430,000-\$550,000. 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.