



The University of Vermont

Vice Provost for Enrollment Management

The University of Vermont (UVM), one of the oldest universities in America, seeks an exceptional enrollment leader to serve as Vice Provost for Enrollment Management and further advance a vital unit within one of the nation's premier small public research universities.

The only comprehensive university in the state and Vermont's land-grant institution, UVM is known as a public ivy and combines the best of liberal arts education with the scholarship and resources of a major research university. UVM enrolls 12,772 degree students, including 10,700 undergraduate, 1,594 graduate, and 478 medical students. It is home to seven undergraduate schools and colleges including an honors college, as well as a graduate college, a medical school, and UVM continuing and distance education. As part of his commitment to making the University of Vermont accessible and affordable, in November 2019, UVM President Suresh Garimella instituted a tuition freeze for the 2020-21 academic year. The university has attracted an increasingly distinguished faculty and steadily built its research enterprise, growing sponsored research from \$65 million in FY99 to \$182 million in FY20. The University of Vermont holds that diversity and academic excellence are inseparable. Through the tenets of respect, integrity, innovation, openness, justice, and responsibility found in *Our Common Ground*, the ideals of accessibility, inclusiveness, and academic excellence are reflected in the university's values. The campus spans Burlington's highest ridgeline overlooking Lake Champlain, between the Adirondack and Green mountains, and is surrounded by the small, historic city of Burlington, perennially voted one of America's best places to live.

As a senior institutional leader reporting to the Provost, the Vice Provost will lead and manage all areas relating to undergraduate student recruitment and retention for the university through a division comprised of Undergraduate Admissions, the Office of the Registrar, Student Financial Services, and Strategic Retention. Partnering closely with the Provost and deans, the Vice Provost will imagine, develop, and execute the strategies to identify, recruit, and enroll an outstanding and best fit undergraduate student population; will lead access, diversity, and student success initiatives; and will advance the retention and graduation success of students. The Vice Provost will enable and empower an enrollment organization that effectively serves the goals of the university community, further developing a culture of enrollment and persistence, and promoting strong partnerships with the administration, deans, faculty, staff, and students. This leader will possess a curiosity that inspires both innovation and careful assessment, and ensures UVM continues to meet university-wide enrollment goals.

The Vice Provost will build upon a solid foundation and steady upward trajectory to take enrollment to the next level of strength. The University of Vermont seeks a seasoned enrollment leader with energy, optimism, creativity, collegiality, emotional intelligence, and a desire to experiment and take calculated risks. The successful candidate will have a deep understanding of and passion for American higher education and possess an academic mindset to develop partnerships with highly engaged deans and faculty.

Among the goals for the Vice Provost for Enrollment Management:

- Grow and sustain undergraduate enrollment through dynamic recruitment and retention strategies
- Recruit and support transfer students through internal and external pathway programs and articulation agreements
- Rebuild and increase international student undergraduate enrollment; support collaborative efforts across the university to increase international graduate student enrollment
- Attract, enroll, and retain domestic diversity, now at 11 percent
- Broaden student recruitment efforts outside the present, targeted geographic market to offset the effects of regional demographic trends
- Increase the number of applications, selectivity, and yield for a well-prepared, diverse entering class
- Employ effective and strategic partnering with academic units and student affairs to improve student retention from first to second year from the current 86.9 percent to 90 percent, and four-year graduation rates from the present 69.5 percent to 70 percent
- Engage the campus community in participating in enrollment management strategy, particularly the academic deans
- Look strategically at price point, discount rate, and how to use aid

Professional Experience/Qualifications:

A master's degree is required and an earned doctorate is preferred, in addition to at least five years of increasing leadership responsibility in enrollment management.

Compensation:

Compensation arrangements are competitive, will be commensurate with both experience and achievement, and include an extremely competitive array of benefits.

Nominations and Applications:

The complete leadership profile is available [here](#). Inquiries, nominations, and applications are invited. Candidates should provide a professional resume and a letter of application that (1) addresses the central themes described in the [leadership profile](#), (2) includes a statement addressing their commitment to advancing diversity and inclusive excellence, and (3) provides the names and contact information for five references. References will not be contacted without prior notice to the candidate. Applications should be submitted through the university's electronic recruitment site: <http://www.uvmjobs.com>. Nominations and inquiries should be sent to Jennifer.Dickinson@uvm.edu.

Review of applications will begin immediately, and will continue until the position is filled. Applications received by August 28, 2020 will receive priority consideration.

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.