



President
Vermont Law and Graduate School
South Royalton, Vermont

Vermont Law and Graduate School (VLGS), a private, non-profit, independent law and policy school located in South Royalton, Vermont, seeks an experienced, entrepreneurial, and inspirational leader to serve as its next president. Reporting to the Board of Trustees, the president will serve as the chief executive officer of VLGS. The president will work in collaboration with the Board, deans, faculty, staff, alumni, and students to shape and execute a strategic vision, leading the institution in providing a rigorous graduate-level law and policy education that responds to the world's most critical challenges. With strong academic programs and leadership anchored within a compelling mission-driven culture focused on addressing environmental and social injustice, the VLGS presidency offers an unparalleled opportunity to shape the future of legal and policy education, and requires a leader who is motivated by mission and adept at persuading others to invest in this very special educational enterprise.

Vermont Law and Graduate School – formerly Vermont Law School (VLS) – was established in 1972 and held its first classes in the summer of 1973 with 113 students in what was then known as the old South Royalton schoolhouse. VLGS was the first law school to focus on environmental law and policy and remains globally prominent in the field. Today, VLGS remains the only law school in Vermont, with a JD program accredited by the American Bar Association, enrolling over 800 students, representing nearly every state and several countries. VLGS hosts one of the top five environmental law schools in the U.S. and also boasts a top five ranking in the placement of students in public service careers. Additionally, VLGS is nationally renowned in restorative justice, criminal law, and clinical education. The law school is led by [Dean Beth McCormack](#) and the graduate school is led by [Dean Dan Bromberg](#). Serving as the chief executive for VLGS, the president will work in close partnership with the law and graduate school deans, who oversee the academic programs and day-to-day operations of their respective units.

It is an exciting time to join the VLGS community. VLGS has had a distinguished tradition of preparing outstanding legal professionals for service in Vermont and across the world for over fifty years and, with recent increased investments, the graduate school is making similar inroads in the public policy sphere. A testament to its global impact in environmental law and policy, in 2025 VLGS received a \$10 million gift from an anonymous foundation dedicated to solving environmental challenges. This gift, awarded over a three-year period, will support and grow the school's legal and public policy expertise in agriculture and

food systems and in animal protection policy. In addition, the funding will advance a new initiative designed to combat the expansion of harmful aquaculture.

In 2022, VLGS launched an Online Hybrid JD (OHJD) program, developed for working professionals and those who have obligations in their lives that may prevent them from completing a full-time residential program. The program's hybrid (online and in-person), part-time nature allows students to manage their personal responsibilities while securing an affordable and high-quality education. Today, the OHJD program has seen tremendous success, with enrollment growth from its inaugural class of fewer than 20 students four years ago to 150 students in its most recent class.

The next president will join VLGS at a critical moment for both the institution and for law and policy education throughout the world. The marketplace for legal education across the U.S. is rapidly evolving: people applying to law schools are confronting high tuition, increased debt levels, and a rapidly changing job market. Increasingly, law firms and other employers are seeking graduates who are well prepared to practice law and also adept at using technology such as AI and comfortable working in global contexts. The president will work with faculty and staff to tackle the challenges VLGS faces while leveraging its unique strengths to ensure its continued success and vitality in a highly dynamic environment.

The successful president will be an inspiring, collaborative, and strategic leader with a clear vision for how VLGS can continue to deliver outstanding academic programs that weave together teaching, service, scholarship, and research, helping the school to build on its distinctive identity and elevate its reach and impact locally and globally. The president will address several key priorities, which are described in greater detail below:

- **Develop a robust economic resource base that will allow VLGS to realize its ambitious objectives.**
- **Serve as a passionate champion and spokesperson for VLGS across campus and at the local, state, and national level.**
- **Build on and lead efforts to define the strategic direction forward for VLGS**
- **Collaborate closely and effectively with VLGS's Board of Trustees**
- **Nurture a supportive environment that centers on student success.**
- **Support the recruitment, development, and retention of an exceptional faculty and staff.**

The full list of desired qualifications and characteristics of the president described below was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm. All applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT VERMONT LAW AND GRADUATE SCHOOL

Vermont Law and Graduate School offers an innovative, student-focused [Juris Doctor](#) (JD) degree program, provided on an academic semester system that includes a summer term, and also through a

flexible, part-time [online hybrid](#) program format. Within the JD programs, VLGS students may pursue specialized concentrations that act as a tangible indication that they have mastered a specific subject matter area. Special concentrations include [Animal Law](#), [Business Law](#), [Climate Law](#), [Criminal Law](#), [Energy Law](#), [Food and Agriculture Law](#), and [International and Comparative Law](#).

Vermont Law and Graduate School's clinical and externship programs are an essential component to the JD curriculum. Every JD student at VLGS has the opportunity to enroll in a clinic or externship, and six experiential credits are required. These programs build upon students' strong doctrinal and practice foundation developed in their first year of law school. Nine clinics provide students with hands-on opportunities to engage in actual legal and policy work for clients and partners, under the supervision of experienced faculty. Clinics and externships give students the opportunity to receive academic credit for legal work in not-for-profit agencies, private law offices, courts, or government agencies. In these settings, students engage in legal and policy work and acquire valuable insights and skills that prepare them for practice. More information about clinics and externships can be found [here](#).

In addition to the JD program, Vermont Law and Graduate School offers several other degrees and [joint degrees](#), as well as degrees with [other universities](#). Degrees include a [Master of Legal Studies](#) (MLS); [Master of Laws](#) (LLM) in American Legal Studies, Animal Law, Environmental Law, Food and Agriculture Law, and in Energy Law.

In the graduate school, VLGS offers a number of [master's degree programs](#), including a [Master of Public Policy](#) (MPP) with dedicated tracks in food and agriculture policy, clean energy, justice reform, transnational environmental policy, and animal protection policy; [Executive Master of Environmental Policy](#) (EMEP); [Master of Climate and Environmental Policy](#) (MCEP); [Master of Energy Regulation and Law](#) (MERL); and [Master of Arts in Restorative Justice](#) (MARJ).

Vermont Law and Graduate School has earned a top-five ranking for environmental law by [U.S. News and World Report](#), a reputational ranking that reflects the school's extensive environmental law curriculum, its summer session that draws leading environmental law scholars and practitioners to teach classes and engage with the community, and its world-class research centers, including the Center for Agriculture and Food Systems, Animal Law and Policy Institute, Institute for Energy and the Environment, and U.S.-Asia Partnerships for Environmental Law.

To learn more about VLGS, visit www.vermontlaw.edu.

CURRENT CONTEXT OF VERMONT LAW AND GRADUATE SCHOOL

In 2022, what was then Vermont Law School launched an ambitious strategic plan with key priorities including:

- Transforming Vermont Law School into a graduate institution – Vermont Law and Graduate School – that houses both a law school and a graduate school
- Establishing a new president position to serve as the chief executive of the new structure

- Developing new public policy master's degrees and enhancing existing ones
- Launching an Online Hybrid JD (OHJD) program for working professionals

Since then, Vermont Law School has been in the process of transforming into Vermont Law and Graduate School. The appointment of Dan Bromberg as dean of the graduate school and Beth McCormack as dean of the law school are critical steps in this transformation. A new president will work in concert with the deans to raise the profile of the school's mission and desire to reach a wider community of students dedicated to the rule of law and the role of law and policy in addressing environmental and social justice concerns.

Much of the 2022 strategic plan has come to fruition, and VLGS is on a path to long-term financial stability and sustainability. The incoming president will have the opportunity to work with the Board, deans, faculty, staff, and students to develop a strategic vision to carry the school into an exciting and successful next chapter. This will allow the next president to build on VLGS's evolution and guide the institution through its next phase of growth, ensuring that VLGS continues to innovate in legal and policy education while strengthening its financial and institutional foundation.

ROLE OF THE PRESIDENT

Reporting to the Board of Trustees, the president will be the chief executive officer of Vermont Law and Graduate School, which comprises 55 faculty (plus additional adjunct instructors), 118 staff, and around 800 law and graduate students (in-person and online). This individual will principally be responsible for fundraising and developing strong external relationships, implementing the Board's institution-wide policies and overseeing strategic planning, budget management, academic mission, resource development, and institutional operations within an environment that supports the student experience. Reporting to the president will be the law school dean, the graduate school dean, the advancement office, and the chief financial officer, and others as assigned by the Board from time to time.

KEY OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT

Develop a robust economic resource base that will allow VLGS to realize its ambitious objectives

Vermont Law and Graduate School is committed to advancing a high-quality educational experience: prioritizing student recruitment and academic success; ensuring bar exam passage and job placement post-graduation; and advancing diversity initiatives for its student body and the rest of campus, among other key initiatives. While VLGS's financial state is currently on a clear path to sustainability, the president will need to be an effective fiscal manager to address strategic investments while diligently managing complex fiscal realities and a dynamic federal funding landscape.

VLGS has a growing alumni base and tremendous potential to further develop its philanthropic efforts in the state of Vermont and across the nation. Responsible for creating and participating in activities that support fundraising, the president will set ambitious fundraising goals and will possess a demonstrated

ability to steward donors and secure resources from a wide range of constituencies, including mission-aligned foundations, government funders, and major individual donors. The incoming president will have experience managing diverse revenue streams and building relationships with donors. They will use their exceptional interpersonal skills to articulate the identity of and vision for VLGS to excite donors while leveraging their financial acumen to effectively manage resources and ensure VLGS has a healthy and sustainable future.

Serve as a passionate champion and spokesperson for VLGS across campus and at the local, state, and national level

As the chief executive and the external face of VLGS, the incoming president will serve as an unrelenting champion for the law and graduate schools, attending events to broadcast the work being done by students, faculty, and staff; building relationships and telling VLGS's story across the Upper Valley, the region, the country, and the globe to identify opportunities for collaborations and partnerships; and advocating for resources.

Given its unique status as the only law school in the State of Vermont, its longstanding reputation as one of the country's premier schools for environmental law, and its burgeoning reputation for advancing restorative justice, VLGS has tremendous potential to be at the forefront of contributions to global challenges. In coordination with the campus and its online community, a successful president will engage key stakeholders at the local, state, and national level to better frame VLGS's ability to advance legal and policy education and practice during a dynamic and pivotal moment in higher education and society. The president will fully leverage VLGS's assets and strengths to represent the institution credibly and effectively. The incoming president will bring VLGS, its community, and external stakeholders together around collective objectives that are grounded in its unique strengths and mission.

Build on and lead efforts to define the strategic direction forward for VLGS

Upon joining the VLGS community, the president will engage with stakeholders at all levels to promote dialogue about where the institution stands today and where it should be heading. Demonstrating a commitment to and appreciation for shared governance and collaborative leadership, the president will facilitate candid discussions focused on addressing important questions regarding how VLGS should update its curricula, programs, and services to be more effective in attracting and retaining a diverse and qualified student body, and how it can most effectively support students to enhance their success.

Based on this community conversation, the president will lead the development and advancement of an inspiring vision and strategy that will define the future of VLGS. This vision should articulate how VLGS can achieve excellence in teaching, scholarship, and service, and come to be better known as a leading center for producing highly prepared attorneys, policy professionals, and problem-solvers addressing global challenges. The vision will serve as a tool for recruiting faculty, staff, and students, raising funds, and establishing the framework for the continued development and strengthening of relevant degree

programs and curricula, as well as clinics, externships, and other opportunities to enhance the VLGS academic experience.

Collaborate closely and effectively with VLGS's Board of Trustees

VLGS has a committed 22-member [Board of Trustees](#), and the president will be charged with developing a positive working relationship with its members. This will include effective relationship-building with individual board members, participating with Board committees, and maintaining ongoing and reciprocal communication with the Board as a whole. A close partnership with the Board will help the president guide VLGS's mission and future. The president will also work closely with the chair of the Board to ensure board governance processes are effective and appropriate to supporting the mission of the school.

Nurture a supportive environment that centers student success

VLGS places student success and wellbeing at the core of its mission, as reflected in its strong investment in student services and support infrastructure. The School serves a diverse student body with a wide range of backgrounds, aspirations, and professional goals, creating both an opportunity and an imperative to deliver an inclusive, responsive, and outcomes-oriented student experience.

The next president will support the deans' efforts to elevate and integrate student success across the institution, ensuring that academic, co-curricular, and professional pathways are aligned to support every student's growth and achievement. Through the academic deans the president will meaningfully amplify student voices, foster a culture of belonging and accountability, and position VLGS as a destination where students feel supported, challenged, and proud of their educational experience.

A deep commitment to inclusive excellence will be essential, as will the ability to translate that commitment into measurable gains in student outcomes such as academic performance, bar passage, career placement, and long-term impact. The president will be a visible, trusted, and transparent leader who empowers faculty and staff, strengthens institutional cohesion, and sustains a culture in which student success is a shared responsibility.

Support the recruitment, development, and retention of an exceptional faculty and staff

The administrative structure at VLGS is unique. The law and graduate school each has its own capable and high-functioning dean responsible for the operation and day-to-day functions of their respective units. As the chief executive for VLGS, the president will provide strategic and financial leadership and meaningfully support the two deans who play pivotal roles in the institution.

The president will invest time, energy, and resources into supporting their leadership team, including the deans who have oversight of faculty and staff. The ideal candidate will display exceptional interpersonal and management skills and will be both present and accessible internally and externally. This individual will be joining a community; it is essential that this person is a culture-builder, as they will set the tone for the campus community.

The successful candidate will inspire loyalty and dedication to VLGS's mission and promote its values of inclusion and excellence to galvanize the essential human resources that work at all levels. This individual will be committed to ensuring a healthy and supportive workplace environment for faculty and staff at all levels, and will have experience managing conflict, mentoring, and recognizing and rewarding outstanding performance. The incoming president will embrace a culture of shared governance and ensure all voices are heard and acknowledged.

QUALIFICATIONS AND CHARACTERISTICS

The president will exemplify the qualities and characteristics expected of a highly visible leader of an institution of higher learning or other enterprise of similar complexity. The ideal candidate should have a record that includes experience in senior administrative roles as well as fundraising and external relations.

The candidate should have the ability to work effectively with accrediting bodies, including the American Bar Association (ABA) and the New England Commission of Higher Education (NECHE). The candidate must have experience managing complex operations, teams, and budgets, and should have familiarity with and interest in overseeing the institution's financial and fiscal health.

This individual may possess a background as a legal or public policy academic that includes experience in teaching at the graduate or law school level, and a demonstrated record of producing, or commitment to encouraging, legal and public policy scholarship and research. A candidate with exceptional experience in the practice of law or other related professions in the realm of public policy who demonstrates equivalent professional achievement may also be considered for the presidency. A background in specific academic areas of focus for VLGS, such as environmental law and policy (including sub-fields that are represented at VLGS), justice system reform and restorative justice, or public policy, would be beneficial.

The president will have an aptitude for, and commitment to, advancing inclusive excellence initiatives for the benefit of the entire VLGS community. Experience with AI applications would be a plus, as would experience in facilities management and operations. In addition, the incoming president will also display the following qualities and characteristics:

Minimum requirements: Candidates must possess an advanced degree (JD, PhD, MA, MBA, etc.), experience in complex organizations with financial oversight, supervision, and leadership of multiple units, and a working knowledge of, and a proven aptitude for, fundraising and advancement in higher education or the non-profit sector in areas aligned with VLGS's mission. A record of executive-level experience in higher education would be beneficial but is not a mandatory requirement. Demonstrated fundraising success is a "plus."

Leadership: The candidate must have the ability to exercise decisive, strong leadership in different situations. The candidate must be able to articulate and work toward a strategic vision on behalf of the institution.

Strong listening and communication skills: The candidate must demonstrate an ability to understand and engage various stakeholders, including faculty, staff, students, prospective students, alumni, government entities, donors, and members of the Board. The capacity to present to small and large groups and persuade these audiences orally and in writing is essential.

Ability to work well with others: The candidate should be highly collaborative and should excel at engaging in teamwork, working with diverse groups, and fostering a sense of community. This includes nurturing faculty, staff, and student relationships that promote a cohesive, effective community. The candidate should be empathetic, personable, and affable. They will feel comfortable delegating work as appropriate and will inspire their team to do their best work.

Honesty and integrity: The candidate must have an honest character, which is vital for establishing trust and transparency and fostering a positive institutional environment.

Adaptability and flexibility: The candidate must demonstrate an ability to adjust to changing circumstances and new ideas in legal and graduate school education.

LOCATION

Vermont Law and Graduate School is sited in South Royalton, Vermont. Boston is a two-hour drive and Montreal, a three-hour drive from the campus. With the Green Mountains to the west and the White Mountains to the east, the area is surrounded by pristine natural beauty. VLGS and Dartmouth College are just a few miles apart, and the Upper Valley is brimming with arts and culture with easy access to large-scale multifaceted theaters and smaller venues catering to local talent and national and internationally recognized figures.

With the Appalachian Trail running through the area and the White River nearby, outdoor activities are easily accessible. The Upper Valley also boasts many wonderful restaurants, shops, and local farmer's markets. More information about VLGS's location can be found [here](#).

VLGS also has a presence in the city of Burlington, Vermont, about 75 minutes north of South Royalton. Burlington has an international airport, is the cultural and commercial hub of Vermont, and is home to the University of Vermont (UVM).

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The anticipated salary for this role is \$350,000-\$380,000 and is commensurate with experience. Screening of complete applications will begin immediately and continue until the completion of the search process. For best consideration, apply by Thursday, May 21. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/vermont-law-and-graduate-school/president>.

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Vermont Law and Graduate School is an Equal Opportunity Employer committed to diversity in our workforce.

This document has been prepared based on the information provided by Vermont Law and Graduate School. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Vermont Law and Graduate School would supersede any conflicting information in this document.