



The University of Vermont

Search for the Chair of the Department of Animal and Veterinary Sciences

The University of Vermont, College of Agriculture and Life Sciences

Burlington, VT

THE SEARCH

The University of Vermont (UVM), one of the nation's premier mid-sized public research universities, seeks an accomplished scholar and innovative leader to serve as the next Chair of the Department of Animal and Veterinary Sciences (ASCI) in the College of Agriculture and Life Sciences (CALS). ASCI is a dynamic department with expertise in a variety of areas critical to advancing and improving the health of animals, humans, and the planet while playing a vital educational and engagement role in key state industries. Students, faculty, and staff have the benefit of working and learning in a College with a multi-perspective approach to human and environmental health that is further complemented by the diverse mix of schools found across UVM – Vermont's land-grant university and home to the state's only college of medicine.

The constellation of undergraduate, graduate, and pre-professional programs in ASCI is complemented by research laboratories and farm facilities, including a one-of-kind student-run dairy herd and the oldest continuous breeding farm for the Morgan horse. ASCI students, faculty, and staff are engaged in the daily endeavor of addressing real-world challenges – from supporting sustainable food animal production and improving animal health and wellbeing through nutrition, management, and disease prevention. It is critical that the next leader grasp the complexity and diversity of the department's programs and facilities to inspire innovative thinking that maximizes ASCI's potential in an ever-changing landscape.

The new Chair must be an astute and decisive manager of people and resources, a persuasive communicator, and an excellent relationship builder. CALS welcomes applications from candidates with an outstanding research record in animal sciences or related life science areas and administrative leadership. Those with success in center-based or interdisciplinary leadership dedicated to fostering excellence in teaching and high-impact research programs are strongly encouraged to apply.

UVM has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications with cover letters should be submitted in confidence to the search firm as indicated at the end of this document.

THE UNIVERSITY OF VERMONT

As the only research university in the state and Vermont's land-grant institution, UVM enrolls over 14,300 students, including more than 11,600 undergraduate, 1,600 graduate students, 480 medical students, 25 certificate students, and 550 non-degree students. UVM combines faculty-student relationships typically found in a liberal arts college with the scholarship and resources of a major research institution. UVM combines faculty-student relationships typically found in a liberal arts college with the scholarship and resources of a major research institution. The University is home to seven undergraduate schools and colleges, the Patrick Leahy Honors College, a graduate college, the Larner College of Medicine, and continuing education and extension programs. UVM is the second largest employer in the state and is led by 4,066 full and part-time faculty and staff. It has attracted an increasingly distinguished faculty over the years that include members of the National Academy of Sciences, National Academy of Engineering, National Academy of Practice, National Academy of Inventors, Fulbright scholars, fellows of leading professional organizations, NSF CAREER awardees, and NIH Outstanding Investigator awardees. UVM is ranked among the [top 100 public research universities](#) in the US according to the National Science Foundation.

UVM embraces both a strong teaching mission and a dedication to advancing fields of knowledge through research. The University has been consistently ranked among the nation's top public universities and provides a rich environment for teaching, research, and scholarship in many realms of human inquiry, achieved in large measure through a distinguished faculty of accomplished teacher-scholars. UVM has also made *Princeton Review's* "Green Rating Honor Roll" in recognition of sustainability-related practices, policies, and academics, and it ranked first among institutions with larger populations in their list of top green colleges. In 1985, UVM was named a "Public Ivy" with seven other institutions and continues to hold this distinction.

UVM is classified as a high-activity research university by the Carnegie Foundation for the Advancement of Teaching. Research at UVM, funded by federal and state agencies, corporate partners, foundations, and individual donors, reached nearly \$263 million in the fiscal year ending June 30, 2023 – the third consecutive year of record funding. The University offers an unusually rich complement of academic programs, including more than 100 bachelor's degree programs, 57 master's programs, 36 accelerated master's programs, 27 doctoral programs, and an MD program. The University's academic units include the Colleges of Agriculture and Life Sciences, Arts and Sciences, Education and Social Services, Engineering and Mathematical Sciences, Nursing and Health Sciences, Larner College of Medicine, the Grossman School of Business, the Rubenstein School of Environment and Natural Resources, the Patrick Leahy Honors College, the Graduate College, the University of Vermont Extension, the Vermont Agricultural Experiment Station, the Division of Continuing and Distance Education, and the UVM Libraries. As the state's only research university and only medical college, UVM plays a special role in the region as a hub for government, corporate, and other researchers. UVM houses state and federal research expertise and facilities such as the Vermont State Climate Office (VSCO), USDA's Sustainable Agriculture Research and Education (SARE) Program, and USDA-ARS Food Systems Research Unit for the northeast U.S. region. Over

the past decade, UVM has invested nearly \$500 million in new construction and renovations of teaching areas, research laboratories, athletic facilities, offices, residential halls, dining halls, and libraries; with new construction yielding an approximate 10% growth in physical space.

COLLEGE OF AGRICULTURE AND LIFE SCIENCES

The [College of Agriculture and Life Sciences](#) is home to students, faculty, and staff who engage in dynamic teaching, research, and community outreach, promoting sustainability, health, and well-being at scales ranging from cells to seeds to society. The [diverse selection of programs](#) in agriculture and the life and social sciences, with a focus on nutrition and food science, human and animal health and well-being, communication, entrepreneurship, sustainable and resilient communities, and the complex web of food systems offer scholars the opportunity to pursue integrated responses to complex problems. While connected to traditional agriculture of the past, CALS programs address current issues that are key to the future of Vermont, the nation, and the world. Enrolling over 1,300 undergraduate students and 152 graduate students, and supported by 101 faculty, the College's general fund budget is nearly \$20 million.

Academic Programs

CALS is structured around six academic departments: Animal and Veterinary Sciences, Community Development and Applied Economics, Nutrition and Food Sciences, Plant & Soil Science, Plant Biology, and Microbiology and Molecular Genetics (which is shared with the Larner College of Medicine) and UVM Extension. It also includes four undergraduate interdisciplinary programs shared with other colleges: Biological Science, Biochemistry, Environmental Sciences, and Environmental Studies. CALS' diverse selection of majors (16), along with wide-ranging minors (19), appeals to a broad audience of students interested in agriculture, basic science, applied science, or linking applied work to the social sciences. UVM was the first school in the country to offer a full complement of academic programs in Food Systems, from an undergraduate degree through a Ph.D. Undergraduates who major in this innovative, interdisciplinary program take classes in all six of the College's departments.

Research

CALS has a growing research portfolio, with over \$39 million in research awards in FY23. The largest source of outside research funding is the National Institute of Food and Agriculture/USDA, followed by the National Institute of Diabetes and Digestive and Kidney Diseases/NIH; the Vermont Agency of Agriculture, Food, and Markets; and the National Science Foundation. Capacity grants, including Hatch from the USDA and Smith-Lever, along with grants from the Renewable Resources Extension Act Program (RREA), and the Expanded Food and Nutrition Education Program (EFNEP), are also important funding sources.

Enhanced by an array of physical resources, including research stations, farms, laboratories, horticultural facilities, and biodiversity collections, CALS plays an integral role in UVM's research and outreach missions. It supports a wide range of interdisciplinary initiatives across the college and is home to [UVM Extension](#)

and [Vermont Agricultural Experiment Station](#), as well as four key agricultural facilities, including two sites of historical significance to both the University and the state: [Proctor Maple Research Center](#), [Morgan Horse Farm](#), [Paul R. Miller Research and Educational Center \(MREC\)](#) and [Ellen A. Hardacre Equine Center](#), and [The University of Vermont Horticultural Research Center \(HREC\)](#). In each of these dimensions, the work of CALS takes full advantage of Vermont's unique position as a living laboratory for agriculture and food systems, helping communities across the state find solutions to many challenges through the integration of research efforts between extension and academic groups.

DEPARTMENT OF ANIMAL AND VETERINARY SCIENCE

The [Animal and Veterinary Science department](#) has 360 undergraduates and 23 graduate students, making it one of the highest-enrolled departments in the College. The rigorous science-based curriculum engages students in hands-on learning in animal welfare, biology, nutrition, genetics, behavior, reproduction, anatomy, and physiology. Popular focus areas include pre-veterinary/pre-professional Science; zoo, exotic, and companion animals; equine science; and dairy science/management. Approximately half of students in the department are pre-vet, and of students who remain on this track, 90 percent who apply to veterinary school are admitted. The department has early admission agreements with schools of veterinary medicine at Tufts University and the University of Glasgow. ASCI also administers the Animal Biosciences Graduate Program, which offers graduate degrees at both the MS and PhD levels.

ASCI's excellent faculty prizes a student-centered approach to teaching, research, and outreach. The growing department, with two of four tenure-track faculty searches underway, is currently comprised of one full professor, three associate professors, and six lecturers and has a general fund budget of \$1.5 million. In addition to the offices, laboratories, and classrooms in Terrill Hall and Jeffords Building, the Department maintains [teaching and research units](#) at the UVM Paul R. Miller Research and Educational Center (MERC), and the UVM Morgan Horse Farm in Weybridge. The Miller Research Center, one mile from campus, accommodates major livestock activities, including equestrian events, class, and student activities utilizing various livestock. The facility has one wing that is dedicated to the [CREAM](#) program, and the [Ellen A Hardacre Center](#) is a large horse barn in which students have the unique opportunity to learn skills such as equine management, teamwork, and leadership while bringing their horse with them to College. The UVM [Morgan Horse Farm](#) is home to the world's oldest continuous Morgan horse breeding herd. This beautiful historic site is a working farm of 40+ Morgans that is dedicated to the preservation and improvement of the Morgan Horse through breeding and selection and providing educational experiences and training for students and visitors.

Faculty and students conduct world-class research to support sustainable food animal production; reduce livestock's impact on the environment; improve animal health and well-being; and sustain and enhance human health. Cross-disciplinary opportunities in ASCI abound, from the lake and forest labs of the Rubenstein School of Environment and Natural Resources to the UVM Medical Center, which share the hill on UVM's Burlington campus. Researchers and students alike are growing ever more attracted to ASCI

and UVM's embrace of the One Health approach that integrates efforts to attain optimal health for people, animals, and the environment. The long-standing partnership with the [Miner Agricultural Research Institute](#) to improve agricultural operations, and the recent establishment of the first joint USDA-ARS Food Systems Research Unit are examples of interdisciplinary collaboration and investment. The [Food Systems Research Center](#) conducts interdisciplinary and transdisciplinary research to study food systems: the networks of people, institutions, physical infrastructure, and natural resources through which food is grown, processed, distributed, sold, prepared, and eaten. ASCI is surrounded by a collaborative research community across campus and beyond the region. From FY19 to FY22, the department has amassed over \$10 million in sponsored research (over \$3 million in FY22 alone).

ROLE OF THE CHAIR

Reporting to [Dean Leslie Parise](#), the next Chair will provide leadership and vision; support the continued growth and expansion of the department's research portfolio; encourage cross-departmental and cross-college collaborations; encourage academic excellence and innovation of program offerings; and support, retain, and mentor faculty. The Chair will champion the department and contribute to conversations and strategy that will shape the future of academic programs and research in the College.

Chair responsibilities include strategic planning, operations, finances, academic affairs, accreditation, and external relations. The Chair leads the faculty, both in recruitment and the oversight of the promotion and tenure process, as well as the requisite support staff and professionals essential to supporting the department's mission.

KEY OPPORTUNITIES AND CHALLENGES

Building upon the strong foundation that already exists at CALS and in ASCI, the new Chair will deliver on the following:

Develop an ambitious vision for the future of the department

With its distinct, interconnected programs, strong student demand, and unique experiential learning facilities, ASCI is well-positioned for continued success and impact. The incoming Chair will harness the department's strengths and shared purpose to set a strategic vision that embraces the evolution of the curriculum and the development of relationships with farms, schools of veterinary medicine, and other institutions across the state and beyond. ASCI is a complex department with a variety of stakeholders and the department is not large enough to pursue every opportunity. But there are a number of areas of strength and future opportunities for growth. The Chair will lead conversations to develop a strategy that is nimble and responsive to the needs of students and the broader community while tapping into the entrepreneurial drive and expertise of its people.

Identify opportunities for greater research productivity

ASCI plays a vital role in sustaining Vermont's working landscape and cultivating healthy communities through teaching, research, and outreach. The department's growing research portfolio includes prestigious awards and sizeable grants that have an impact on the state and beyond. UVM's long-time leadership in environment and climate, combined with outstanding health science programs, position the institution to be a leader in One Health. It is important that the Chair sets strategic priorities that align with the UVM's goals and position faculty to be in the vanguard of their field. As such, the Chair will serve as a dynamic advocate, soliciting and directing resources to engage faculty in high-impact research and preparing them to successfully compete for external awards. This will include advocating for and helping faculty identify ways to secure funding for facilities and instrumentation to conduct research. Extending on prior successes, the Chair will also proactively identify new avenues to support graduate students and encourage undergraduate participation in research.

Attract, mentor, and develop excellent faculty, students, and staff

ASCI relies on its dedicated faculty and staff, who have worked through significant change to provide an excellent education to students enrolled in some of the most in-demand offerings at the College. Continuing to support and develop faculty and staff at all levels is critical to advancing the department's mission and ensuring its effectiveness. With two ongoing searches for tenure-track faculty in animal nutrition and genetics scheduled for completion this year and two planned searches for tenure-track faculty in sustainability and One Health/infectious disease, the department will be experiencing an influx of new perspectives. The Chair will recruit and retain an exceptional cadre of faculty and staff, identifying needs and advocating for resources. The chair will also have access to an endowed professorship either for themselves or to use in the recruitment or retention of other faculty. They will develop policies to continue the department's strong track record of engaging students and mentoring faculty and will lead by example to cultivate a positive culture of generosity and continuous improvement.

Manage a complex academic unit and create an efficient organizational structure that maximizes departmental resources

The ASCI chair will oversee a dynamic and complex portfolio that includes educational programming, facilities management on and off the Burlington campus, various streams of funding, and staff with a diverse set of skills and expertise. To best meet the current and future needs of the department, the incoming Chair will need to evaluate the organizational structure, ensuring teams are well-defined, well-staffed, and well-supported across locations. The Chair must be a strong and confident communicator who can approach areas where they are not the expert, with a positive outlook and humility. As a people-first leader with strong emotional intelligence and intercultural competence, the Chair will provide steady and unifying leadership to ensure that disparate units are connected and working synchronously in support of the overlapping missions of the department, College, and University.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an accomplished scholar with a strong track record of research and teaching in animal science. While no candidate will bring all of these experiences and traits, CALS envisions that its next ASCI chair will have many of the following:

- an earned doctorate or equivalent in the field of animal science or related life science meriting a tenured – preferably full professor - appointment in the department;
- a seasoned educator; with a track record of high-quality and innovative research, teaching, and advising at the undergraduate and graduate levels;
- successful administrative expertise, including superb planning, management, and financial skills to lead a multifaceted department;
- a management style that reflects emotional intelligence, is inclusive and empowers others to succeed, fosters respect, and builds pride in the accomplishment of shared goals;
- political acumen and an ability to work collaboratively at all levels to advance strategic opportunities for growth;
- commitment to enhancing and nourishing a cultural climate that supports diversity, equity, and inclusion in all facets;
- demonstrated ability to identify, recruit, and retain faculty, students, and staff;
- and an entrepreneurial spirit, highest integrity, and outstanding listening skills, along with superior communication skills, both oral and written.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

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

Greg Esposito, Partner
Berlinda Mojica, Senior Associate
Isaacson, Miller
263 Summer Street, 7th Floor
Boston, MA 02210

<https://www.imsearch.com/open-searches/university-vermont/chair-department-animal-and-veterinary-sciences>

Electronic submission of materials is strongly encouraged.

The University of Vermont is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any category legally protected by federal or state law. The University encourages applications from all individuals who will contribute to the diversity and excellence of the institution.