

Vermont State Colleges Board of Trustees – Ad Hoc Search Committee
Zoom Meeting/YouTube Stream
Thursday, August 17, 2023 at 8:30 a.m.

AGENDA

1. Call to order
2. Public Comment –[Sign Up for VSC Board of Trustees Public Comment \(google.com\)](#) ¹
3. Approval of Minutes of August 3, 2023 meeting
4. Motion/vote on revised “Qualifications and Competencies” for Interim Presidency position
5. Update from Search Firm
6. Other Business
7. Discussion of possible candidates (executive session)
8. Identification of next steps
9. Adjourn

Next meeting is Thursday, August 31, 2023 at 8:30 a.m.

Meeting Materials:

- Minutes of August 3, 2023 meeting
- Revised “Qualifications and Competencies” for Interim Presidency position

¹ Note: To make a comment you must be logged into the live session at <https://www.vsc.edu/botzoom>. Please test your microphone and camera before logging into the session.

Minutes of the VSCS Board of Trustees Ad Hoc Search Committee meeting held Thursday, August 3, 2023, at 8:30 a.m. via Zoom - UNAPPROVED

Note: These are unapproved minutes, subject to amendment and/or approval at a subsequent meeting.

The Vermont State Colleges Board of Trustees Ad Hoc Search Committee met on Thursday, August 3, 2023.

Committee members present: Lynn Dickinson, David Durfee, Karen Luneau (8:33 a.m.)

Absent: Janette Bombardier, Shawn Tester

Other Trustees Present: Bill Lippert, Perry Ragouzis, Sue Zeller

Chancellor's Office staff: Katherine Levasseur, Director of Governmental & External Affairs
Jen Porrier, Administrative Director
Sophie Zdatny, Chancellor

Shared Services: Donny Bazluke, Network/Security Analyst
Meg Walz, Director, Project Management

1. Chair Dickinson called the meeting to order at 8:30 a.m.
2. Public Comment

There was no public comment.

3. Approval of July 19, 2023 Minutes

Trustee Zeller moved and Trustee Durfee seconded the motion to approve the minutes of July 19, 2023. The motion was approved unanimously.

4. Review of feedback on Presidential Portfolio – Qualifications & Characteristics

Chancellor Zdatny reviewed the feedback provided by key stakeholders in the Vermont State Colleges System on the Presidential Portfolio, specifically the qualifications and characteristics portion. The synthesis of this feedback can be found [here](#). Some common themes include connections to Vermont, understanding rural public higher education, and a proven track record in managing change. Trustee Durfee urged the committee to refrain from precluding candidates from out of state. Trustee Lippert added the importance of the ability to work closely with a supporting team. Trustee Ragouzis noted the importance of acknowledging the work that has already been accomplished by Presidents Grewal and Smith and awareness that the current transformation plan is working. Chancellor Zdatny asked to redraft of this section of the Portfolio, taking into account the feedback provided, to share with the Board at the August 21st meeting.

5. Other Business

Due to the significant amount of work still pending, it was agreed to add an additional Search Committee meeting to the calendar on September 14th at 8:30 a.m.

Chancellor Zdatny shared information about the Unconscious Bias training that all hiring committees within the system have been asked to take and requested that the Board members also take the online training. The committee agreed.

6. Executive Session

At 8:48 a.m. Trustee Luneau moved that the Committee enter executive session pursuant to 1 V.S.A. § 313(a)(3) to discuss the employment of a public officer. Along with the members of the Board present at the meeting, the Committee invited the Chancellor and the Director of External and Governmental Affairs to attend. Trustee Durfee seconded the motion, and it was approved unanimously.

The committee exited executive session at 9:32 a.m.

Chair Dickinson shared that the committee authorized Chancellor Zdatny to contact the search firm for their assistance in identifying additional potential candidates for discussion at the next meeting on August 17th.

Chair Dickinson adjourned the meeting at 9:33 a.m.

QUALIFICATIONS AND COMPETENCIES

Vermont State University seeks a leader whose professional experiences and personal values align with the University's student-centered and community-oriented ethos. The ideal new interim President will possess many of the following qualifications and experiences:

- A proven change management expert, with a demonstrated track record of successfully facilitating and moving a complex organization through a significant multi-year transformation;
- A demonstrated commitment to, and appreciation for, the mission and vision of Vermont State University, the common values shared by the campuses, and their individual histories and traditions;
- The ability to forge strong partnerships with community leaders and businesses, to leverage and build upon the University's strengths and unique position within Vermont and beyond;
- Familiarity with the challenges facing rural institutions of public higher education, particularly in New England, and recognition of the value rural campuses bring to their local communities and the region;
- Demonstrated ability to grow educational programs and be responsive to the changing demands and requirements for educational attainment;
- A deep understanding of and respect for academic values and the traditions of higher education, as well as the ability to grasp and address the need for higher education to be innovative and creative in adapting to a rapidly changing world;
- Understanding how technology impacts the academic experience for students and the importance of infusing technology across the system's business processes;
- An appreciation of and willingness to work effectively within a matrixed organization, where responsibility for some functions is shared across the system, including Finance, Information Technology, and Human Resources;
- The ability to work effectively with legislative leaders, in coordination with the Office of the Chancellor;
- Strong internal and external communication and interpersonal skills, as well as demonstrated social and emotional intelligence;
- Proven experience of effective leadership of a senior executive leadership team, as well as a strong record of team building and collaborative leadership at all levels;

- A strong record of financial management, strategic planning, and data-informed decision-making;
- Demonstrated experience and leadership in fundraising across a diverse donor base;
- Evidence of successful interactions with governing boards;
- A commitment to building and maintaining an atmosphere of transparency and collegiality;
- A record of past achievement in supporting, strengthening, and infusing diversity and inclusion; and
- Respect and consideration for faculty, staff, and student voices, ideas, and input, when making key decisions.

Additionally, this candidate will:

- Have the highest integrity;
- Be a strategic and visionary thinker;
- Be an articulate and inspiring communicator; and
- Have energy, passion, and an abiding sense of humor.

A terminal degree is preferred, but not required.