



# VSCS Transformation Newsletter (6/20/22)

---

*Transformation Update #32*

*June 20, 2022*

## In This Issue



- Changes to Transformation Team Structures
- VTSU Leadership Job Postings
- Spotlight: 2022 VSC Faculty Fellows
- Updates from Transformation Project Teams
- Transformation Update to Board of Trustees

---

*New to the VSC? The Vermont State College system is engaged in a five-year plan, the first phase of which is to launch the new Vermont State University. This will be comprised of Castleton University, Northern Vermont University, and Vermont Technical College and will be launched July 1, 2023. You can read past [Transformation Updates](#), visit [the Transformation website](#), or [the Vermont State University website](#) to learn more.*

---

## Changes to Transformation Team Structures

[To align with the leadership structure of the Vermont State University](#), we will be changing the structure of the transformation teams over the next few months. The core team structure will be shifted to have five teams that better match the purview of the new leaders: New Student Experience, Student Success, Academic Programs, Administrative Operations, and Workforce Development. A benefit of this is to provide more capacity to focus on each of these aspects that together support the whole student experience. Because of this change, the sub-teams will be realigned under this structure.

A change of governance of these teams will also take place so that the new senior leadership team will be part of the transformation teams to complete the developing and implementing of projects for each function of the university. The Vice President of Student Success will assume leadership of the Student Success core team once they are selected. When a Vice President of Business and Operations is appointed, we will organize the sub-teams within Administrative Operations to reflect our future shared service designs.






Current Team and New Team Structures

Sponsor: Council of Presidents

Stakeholders

Student Experience	Academic Operations	Administrative Operations	Workforce Development
Admissions and Enrollment	Advising, Academic Support, and ADA	Business Planning and Administration	
Brand Launch & Marketing	Career Service	Employee Relations and Transaction Services	
Brand Identity	General Education	Facilities Planning	
Financial Aid Operations	Institutional Research	IT Services	
Alumni and Development	Teaching and Learning Innovation	Operations and Processing	
Athletics	Libraries		
Student and Residence Life			
Registrar & Scheduling Operations			

1 - Current Team Structure

Sponsor: VTSU President			Sponsor: Council of Presidents	
Stakeholders				
 New Student Experience	 Student Success	 Academic Programs	 Administrative Operations	 Workforce Development
Admissions and Enrollment	Athletics	Program Optimization/ Governance	Alumni and Development	
Brand Launch & Marketing	Student and Residence Life	General Education	Business Planning and Administration	
Brand Identity	Advising, Academic Support, and ADA	Institutional Research	Employee Relations and Transaction Services	
Financial Aid Operations	Career Service	Teaching and Learning Innovation	Facilities Planning	
		Registrar & Scheduling Operations	IT Services	
		Libraries (accountable to COP)	Operations and Processing	

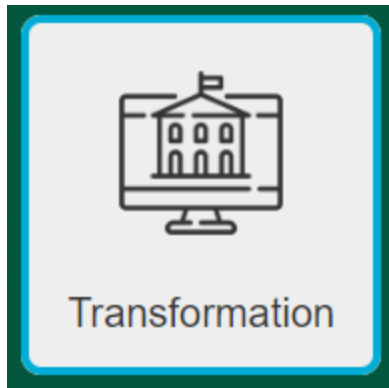
2 - New Team Structure

## VTSU Leadership Job Postings

The leadership positions for Vermont State University, both permanent and interim, were posted June 9, 2022, with two exceptions: Chief Diversity Officer and Director of Sponsored Programs. The Chief Diversity Officer position has now been posted and Director of Sponsored Programs position will be posted after the VP of Business and Operations has been hired.

Staff and faculty can find several resources for these job postings on the **Transformation** tile of the Portal. The new links include the following:












- **VSCS Recruitment and Selection Procedure** describing the hiring process for permanent positions.
- **Interim Position Selection Procedure for VTSU Senior Leadership Positions** describing the abbreviated process for hiring all interim senior leadership positions
- A quick reference guide that describes **How to Search for Internal VSCS Jobs**
- A link to the newly posted **Job Descriptions and Profiles**. You may use these links to gather information on the posted jobs without having to go to UKG. To apply, you will need to go into UKG.

As noted in the search processes, internal applicants have **fifteen (15) days** to express interest before the job may be posted externally. Therefore, it is strongly encouraged that you review the job postings and express interest for any position you are interested in. We thank you for your patience as we go through this transition.

Vermont State Transformation ×

## Transformation

### LINKS

	<a href="#">Transformation Website</a>
	<a href="#">Vermont State University Organization Chart and FAQs</a>
	<a href="#">Vermont State University Leadership Structure Presentation</a>
	<a href="#">VSCS Recruitment and Selection Procedure</a>
	<a href="#">Interim Position Selection Procedure for VTSU Senior Leadership Positions</a>
	<a href="#">How to Search for Internal VSCS Jobs</a>
	<a href="#">Job Descriptions and Profiles</a>

## Spotlight: 2022 VSC Faculty Fellows



VSCS Faculty Fellows for the 2022-2023 academic year were awarded in April and two VSCS tenured faculty were recognized for outstanding accomplishments in teaching and learning: [Dr. Gina Mireault](#) and [Dr. Christopher Boettcher](#).



3 - Dr. Gina Mireault

[Dr. Gina Mireault is a Professor of Psychology and Chair](#) of the NVU-Johnson Psychology and Human Services department. Her work supports NVU's academic Learning and Working Community vision by ensuring students are part of relevant applied-learning experiences. She involves students regularly as research assistants in her work and provides them with opportunities to travel to national conferences. The project for her fellowship will look into ways to expand opportunities for such learning experiences



further by looking at how to better integrate NVU's Learning and Working Community philosophy with the psychology program.

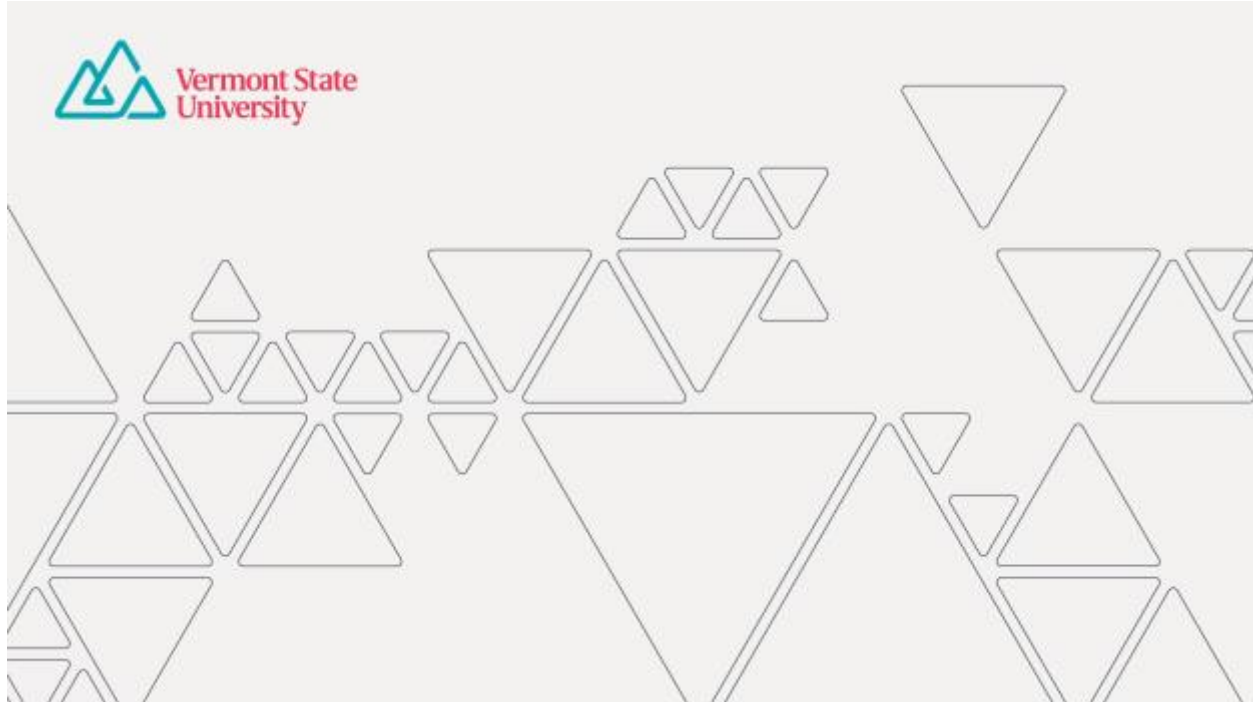
In addition to the fellowship, [Dr. Mireault recently received a National Institutes of Health \(NIH\)'s grant of Support for Research Excellence](#). This is a prestigious, national \$547,156 four-year research grant, and is to fund her proposed research on "Infants' Understanding of Violations of Expectation: The Role of Social Agents and Repetition."



*4 - Dr. Christopher Boettcher*

[Dr. Christopher Boettcher is a Professor of English and Director](#) of the Center for Teaching and Learning at Castleton University. He has been engaged in work to improve ways of teaching and in 2020, he became the inaugural director of Castleton's Center for Teaching and Learning. He created and led workshops on online teaching that have been invaluable in pivoting online due to the pandemic. He has brought this experience and knowledge with him as he engages in transformation work on the Academic Operations core team and Teaching and Learning Innovation sub-team. His work mentoring faculty as well as students has been a great accomplishment and asset to Castleton and the rest of the VSC system, and will continue to be so during his fellowship.

## Updates from Transformation Project Teams



### Message from the Student Experience Team

[We are very pleased to announce that the VermontState.edu microsite launched today, Monday 20, 2022!](#) This is the first iteration of the site with high-level branding and some detailed information to give prospective students, parents, counselors, and more a look at Vermont State University and what it holds for the future. The microsite will exist in two phases. This August, the site will launch with more developed information, including the academic program array, how to apply, and financial aid. It will continue to evolve throughout the year until the full website for Vermont State University launches next spring/summer.

The Athletics team has been working on a design for intramural and athletic clubs for VTSU and is also contemplating the future look of SHAPE across our new university. They will be sharing their work with the sponsors and stakeholders in the coming weeks. Admissions continues work on the new application, building out the event schedule for the summer and fall, and finalizing the plan for recruitment travel this fall. All in all, we are happy to report the great progress we are making!

### Message from the Academic Operations Team

On June 15, 2022, Academic Operations teams presented to Sponsors and Stakeholders the project designs for the Libraries service catalog and interconnected project designs for Student Success Goals, General Education, and Career Development. We anticipate teams will be working together closely and in new ways as these integrated designs move forward in development. Also this week, faculty in the Face-to-Face Plus Pilot gathered for a two-day planning retreat. Other priority areas of work for the summer include development of academic policies, aligning General Education requirements with optimized programs for governance reviews, and design of academic co-governance.

## Message from the Workforce Development Team

On June 16, 2022, the Workforce Development team gave an update to the Board of Trustees. The team's accomplishments in the last year include finalizing definitions of workforce development and continuing education, appointing an Executive Director, and finalizing discovery. Some other key priorities Workforce identified are:

- Keeping the work of the Division nimble and responsive to state, employer, and student needs.
- Ensuring that Programs and the Division are financially viable.
- Incorporating DEI principles and practices into the Division's work.
- The Division will support credit and non-credit offerings through Vermont State University and the Community College of Vermont.
- Good work that is currently happening will need to continue, while also looking for ways to expand opportunities and offerings.

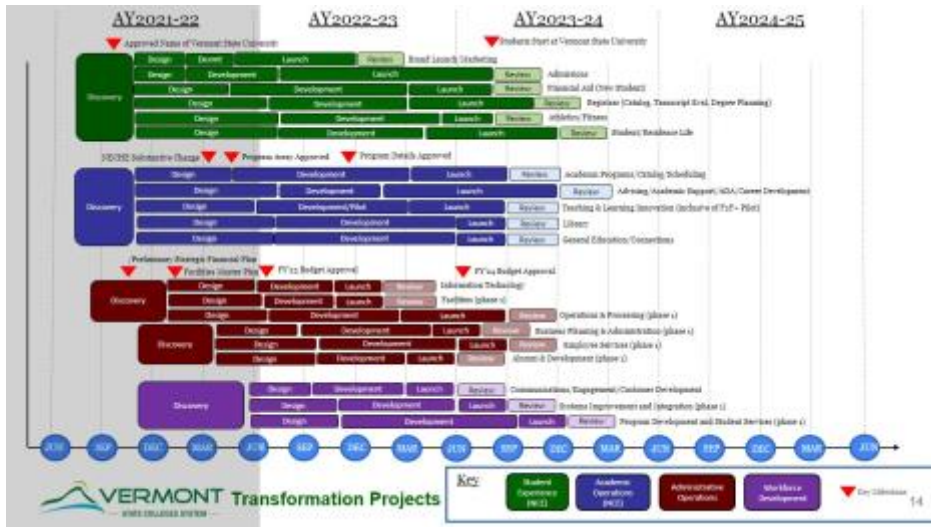
The team will be presenting their discovery gate on July 14, 2022, to sponsors.

## Transformation Update to Board of Trustees

On June 16, 2022, the Board of Trustees met in-person on the Castleton Campus. [During the meeting they were provided with an update covering the first year of Transformation and preparing for the next stage.](#) Major areas of progress include:

- The announcement of the leadership organizational structure for Vermont State University which was informed by the Transformation discovery and design work.
- The status of the transformation teams. Most Student Experience and Academic Operations teams have completed the design stage and are moving into development. Administrative Operations teams have completed discovery and have moved onto business process review and design work as part of the design stage. Workforce Development is completing discovery and will work with sponsors to clarify the vision and develop strategies for design.
- Significant systems projects (Slate and Colleague) are underway, while others are being scoped and prioritized to support university launch and operations. The DEI Data Project is informing this work and has created an inventory of values listed in the most key systems.

Below is an updated timeline detailing key milestones and the status of the teams.



## Upcoming Board and Committee Meetings



– August 3, 2022 | Time TBD | Zoom | Board of Trustees

– August 3, 2022 | Time TBD | Zoom | DEI Committee

- August 22, 2022 | Time TBD | Zoom | Finance & Facilities Committee
  - August 22, 2022 | Time TBD | Zoom | Education, Personnel & Student Life Committee
  - September 2022 | Time and Date TBD | Lake Morey | Board of Trustees (Fall Retreat)
- 

[Agenda and meeting materials for upcoming meetings are posted on the VSC website.](#)

---

## Feedback



**If you would like to submit your thoughts regarding the ongoing system transformation or offer suggestions to a specific team, please send them to: [Engage – VSCS Transformation](#).**

Are there items related to Transformation that you would like to see more of? Is there work by colleagues or students you would like to elevate? Please send suggestions for future spotlight features by emailing our Communications Assistant & Staff Writer at: [aurora.hurd@vsc.edu](mailto:aurora.hurd@vsc.edu)