



VSCS Transformation Newsletter (7/18/22)

Transformation Update #34

July 18, 2022

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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.

Grant for F2F+ Pilot Awarded

This week, VSC was awarded an over \$255,000 grant for the Face-to-Face Plus (F2F+) Pilot Faculty Development project from the Davis Educational Foundation*. This follows on the \$281,000 grant received from the Foundation last year to support the work of faculty to develop optimized programs.

Vermont State University is set to be leading the hybrid university model, and the work of faculty and staff engaged in with this pilot will review the use of technologies and pedagogies that support active, equitable engagement of students regardless of physical location. Some of the strategies include the use of simulation software, virtual reality tools, videoconferencing and recording, and mobile technology that are integrated tools within our learning management system.

The award letter acknowledged the strength of the work that VSC is engaged in. The Foundation noted that “Our trustees are keenly aware of multiple States in the midst of transforming their public higher education systems. As they described the Vermont effort, they called the work hugely important, ambitious, and admirable.”

The grant will support the F2F+ Faculty Development pilot, which is a core group of leading faculty across the full range of disciplines who are piloting these new tools and course designs, evaluating their effectiveness, and contributing to a new foundation of best practices for quality delivery and faculty professional development for Vermont State University. The leadership, development and support for this project came from the Teaching & Learning Innovation Team, who have been instrumental in the process as well as the grant application.

**The grant was received from the Davis Educational Foundation established by Stanton and Elizabeth Davis after Mr. Davis’s retirement as chairman of Shaw’s Supermarkets, Inc.*

Spotlight: DEISJ Pillars



Transformation offers a chance like no other to build principles of diversity, equity, inclusion, and social justice into the core of the work we are doing. To be student focused, all students need to feel like they are not just welcome but supported in a way that meets them where they are. To be able to do this work, faculty and staff need to have that same support.

How are the transformation teams laying the groundwork for this work with the Vermont State University? [The Diversity, Equity, Inclusion, and Social Justice Workgroup](#), led by Jae Basiliere and Kathleen Mason, created three pillars to guide the transformation teams:

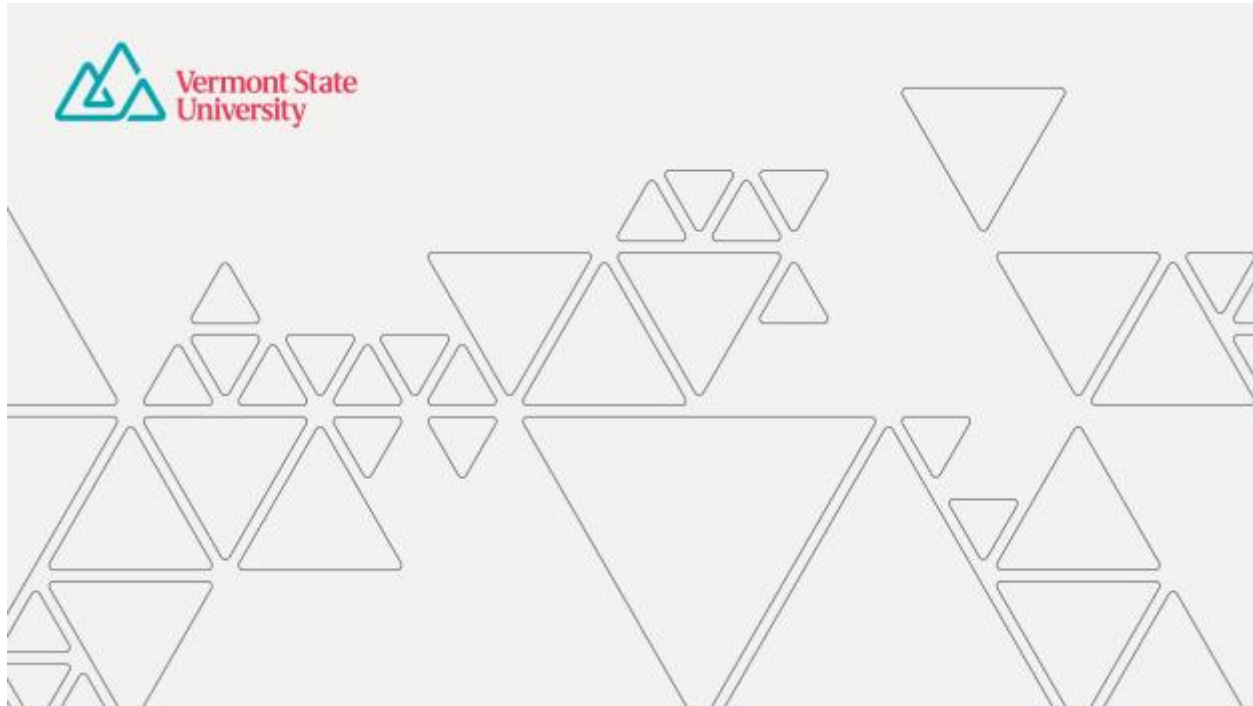
1. Data-Informed Decisions about Diversity, Equity, Inclusion, and Social Justice
2. Professional Knowledge of Diversity, Equity, Inclusion, and Social Justice
3. Personal Knowledge of Diversity, Equity, Inclusion, and Social Justice

All three need to be engaged while going through [each stage of the project development process](#). The workgroup offered the following questions for how to incorporate the framework of DEISJ into work processes and decision making:

- **Data-Informed Decisions:** Are your work processes shaped by data-informed decisions related to diversity, equity, inclusion, and social justice?
- **Professional Knowledge:** Can your work process reviews address an institutional need around diversity, equity, inclusion, and social justice? Are you asking questions in a way that facilitates opportunities for discussion around a related issues of diversity, equity, inclusion, and social justice?
- **Personal Knowledge:** Are you seeking opportunities to increase your own knowledge of diversity, equity, inclusion, and social justice?

These are expanded upon further in the [Vermont State College System's Diversity Statement](#).

Updates from Transformation Project Teams



Message from the Student Experience Team

Training has begun for the admissions teams at each campus, and the development of the new admissions application is down to the final stages. Prospect and applicant communication flows are being built into the Slate system. Financial Aid is moving ahead on their forms project to prepare for working with applicants. Marketing is working [intensively on content for the website](#), with help from Financial Aid and Admissions. The Student and Residence Life sub-team is preparing for their Design Gate presentation to sponsors and Athletics is finalizing their design presentations for varsity athletics and SHAPE. More detailed information is being drafted about the unique identities of each campus for new and future students, and we look forward to adding these details to the new website soon.

Message from the Administrative Operations Team

The Alumni and Development sub-team is preparing for their design stage gate, which will be at the end of August. Business Planning is also prepping for their design stage gate related to expense allocation methodologies, which will be on 8/11. Operations and Processing are continuing work on the Chart of Accounts and [are meeting with Ferrilli](#) to work through a number of deadlines and dependencies that will need to be managed as the Colleague projects move forward. Employee Services has started working on the process design for managing student employment. The IT sub-team is moving ahead with work to develop a shared services model and continues to be extremely busy with a number of projects.

Message from Academic Operations Team

Most of the sub-teams related to academic operations have [completed design and are starting to work on development](#). The Face-to-Face Pilot (F2F+) is making great progress and the experience is changing how faculty are thinking about the possibilities for how instruction can be delivered in flexible ways. The next step is thinking through the opportunities and implications for how the technology might expand the options for student experience and support. Last week, a working group of faculty assembly and federation leaders had a retreat to discuss faculty governance to determine ways that they can ensure representation and develop faculty community across the campuses with the launch of the new university.

Message from the Workforce Development Team

On July 11, 2022, the Workforce Development team had a day-long facilitated session to plan for the transition from [Discovery to Design](#). On July 14, 2022, the team presented their Discovery stage gate, followed by a strategic working session with Presidents and key stakeholders. More details about the Workforce Development projects will be forthcoming as we move into the Design stage and further define our integration points with Vermont State University and Community College of Vermont.

Appointments of Interim Assistant VPs in Business Operations

Three Interim Assistant Vice Presidents of Business Operations for Vermont State University have been appointed. Congratulations to Laura Jakubowski (CU), who will serve as Interim Assistant VP of Finance & Compliance; Lauren Philie (NVU), who will serve as Interim Assistant VP of Advancement & Alumni Relations; and David Rubin (VTC), who will serve as Interim Assistant VP Campus Operations. We are excited and honored by these colleagues stepping forward to fill these critical roles.

These positions were posted in early June and garnered a pool of internal applications. The candidates came from all three institutions and were reviewed by a search and screen committee, comprised of three individuals. The committee then recommended finalists to President Grewal, who interviewed each finalist candidate. Thank you to all candidates who applied for these positions. The search committee was impressed by the caliber of the applicants and the tremendous talent and enthusiasm for the success of Vermont State University. As the Vermont State University organization structure develops, we anticipate openings of other opportunities.

The Assistant Vice President positions named today are interim and the term of each is three-to-nine months, exact timing dependent on when a VP of Business Operations is appointed. At this time, we have not named a Vice President of Business Operations, though the search is now open to internal candidates, [and opened to external candidates this week](#). Once that position is filled, searches will be launched for permanent Assistant VPs. Additional information will be shared as other hires are made.

As we build Vermont State University, employees will continue to serve their current institution and the new university. For this and for other future interim appointments, current employees assigned are based on their functional responsibilities. Unless noted, employees continue to report to their current supervisor in the new unit.



Business Operations

- Filled
- Posted, search pending
- Posting pending hiring of VP

Parwinder Grewal
 President

VP of Business Operations
 Posted 6/9/2022



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Upcoming Board and Committee Meetings



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- August 3, 2022 | 11:00 a.m. | Zoom | DEI Committee
 - August 3, 2022 | 1:00 p.m. | Zoom | Board of Trustees
 - August 22, 2022 | Time TBD | Zoom | Finance & Facilities Committee
 - August 22, 2022 | Time TBD | Zoom | Education, Personnel & Student Life Committee
 - September 20-21, 2022 | Lake Morey | Board of Trustees (Fall Retreat)
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[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