



VSCS Transformation Newsletter (8/15/22)

Transformation Update #36

August 15, 2022

Bringing you the latest updates in the [Vermont State Colleges System's transformation project](#).

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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. As we transition into the next phase, Transformation work will also include administrative consolidation across the system. You can read past [Transformation Updates](#), visit [the Transformation website](#), or [the Vermont State University website](#) to learn more.

Four New Leadership Appointments for Vermont State University

We are excited to announce four permanent leadership hires for Vermont State University. These four individuals have done outstanding work in their current roles and will bring this experience with them to support the new university in their roles of recruitment, enrollment, marketing, and academic programs.

Jessica Van Deren will be serving as Director of Admissions. Jessica has worked in the college admissions field for the past 24 years, serving diverse student and applicant audiences, most recently as Assistant Dean of Admissions at Vermont Technical College. Earlier in her career, she worked in admissions at Johnson State College.

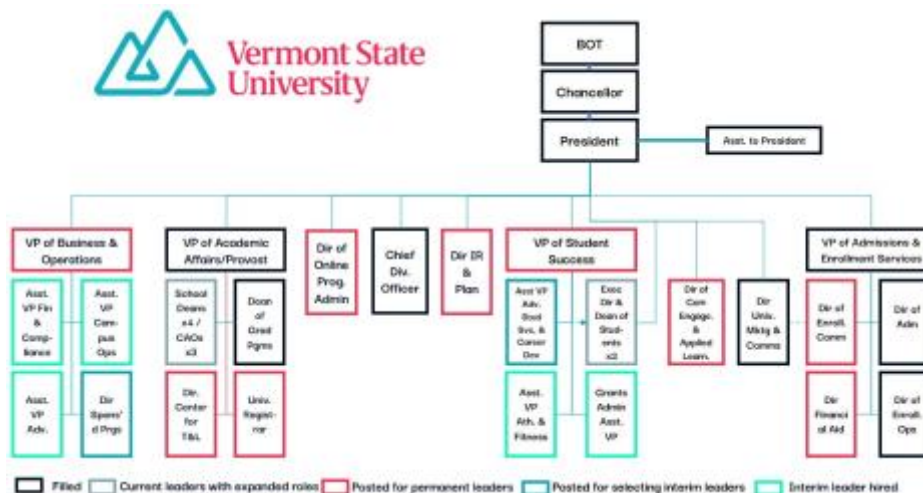
Sylvia Plumb will be serving as Director of University Marketing & Communications. She currently serves as Director of Marketing and Communications at Northern Vermont University. She was involved in the NVU unification and has played a key role on the Vermont State University brand launch and microsite.

Erica Machia will be serving as Director of Enrollment Operations. She has 14 years of experience working in the Admissions Office at Castleton University, most recently serving as Associate Director of Admissions. She is an alum of Castleton and has been supporting the RHB consulting work for Vermont State University.

David McGough will be serving as Dean of Graduate Programs. He currently holds multiple roles at NVU, including Director of the Graduate Division, Professor in the Department of Education, Program Director for the M.A.s in Foundations of Education Program and Leadership Studies Program, and brings with him years of experience with grad programs.

Please join us in congratulating Jessica, Sylvia, Erica, and David on their new roles!

In addition, we would like to highlight a couple recent changes to our NVU student affairs office. Both Michele Whitmore and Jonathan Davis will serve as Deans of Students and Executive Directors of the Johnson and Lyndon campuses respectively this year.



Nominations to the Student Advisory Council



The Student Advisory Council has been meeting to help guide the work of the Transformation Teams as we work to design the future of Vermont State University and bring about system-wide administrative consolidation. The student input we have received so far is invaluable to ensuring a student-centered approach to how we provide our academic programs, student services, advising, athletics, residence life, and more.

We hope to add some new faces to the Student Advisory Council for the Fall 2022 semester. If you are a student who would be interested in joining or you are a faculty or staff member who know a student you would like to nominate, please complete the nomination form.

Vermont State University Naming Structure

We have developed several naming conventions for Vermont State University and our campuses. The below information will help you as you write and speak about Vermont State!

- **Official name:** Vermont State University
- **Shortened preferred name:** Vermont State
- **Abbreviated name:** VTSU



Campus Names

We have also developed naming conventions for our campuses and they are:

- Vermont State Castleton
- Vermont State Johnson
- Vermont State Lyndon
- Vermont State Randolph
- Vermont State Williston

Academic Institutes and Centers

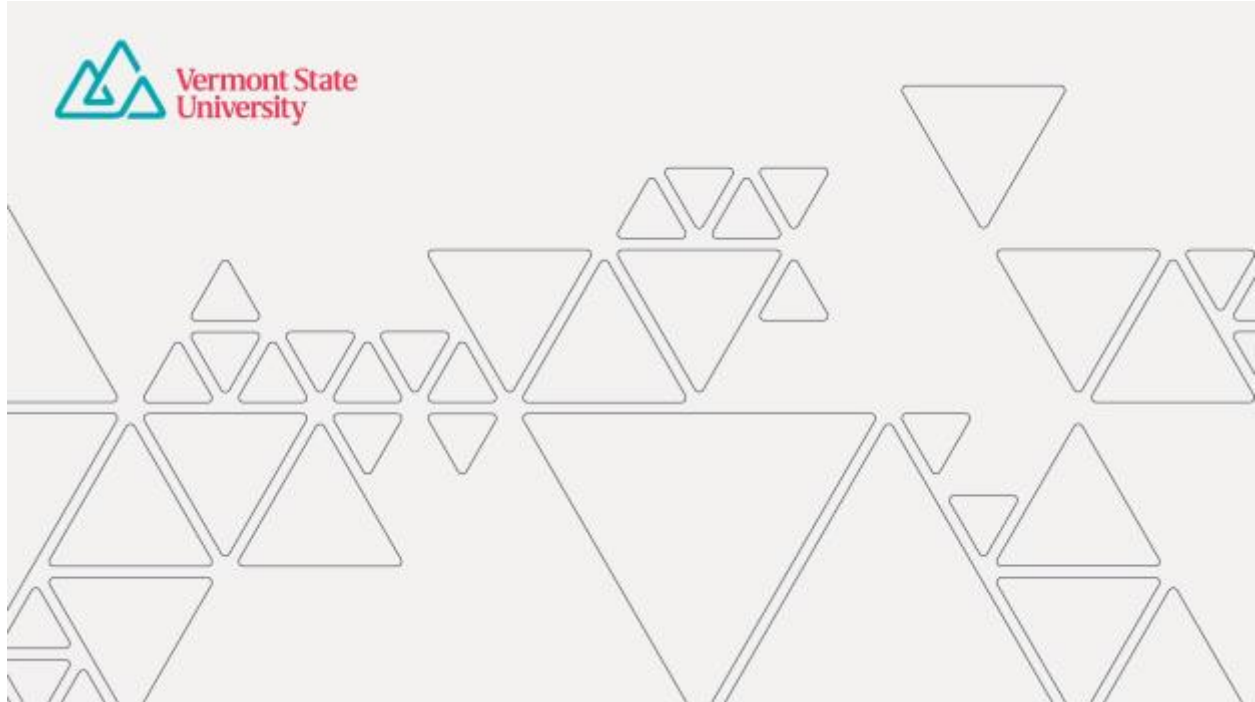
Because we have academic specialties and identifiers throughout our new university, we will be determining names for institutes and centers such as Vermont State Institute of Technology and other groupings.

IT Jobs Posted and Hiring Update

On August 10, 2022, jobs were posted internally for leadership roles in [the IT Shared Service department](#). These include positions such as: Director of Technical Support Services, Manager of Learning Spaces Technologies, and Information Security Analyst. As outlined in the Recruitment and Selection Procedure, these jobs will be posted internally for fifteen (15) days.

If you are interested in reviewing the positions, staff and faculty will find them in UKG under "View Opportunities." For full directions on how to find these and other postings, you will find them linked in Transformation tile in the Portal under "How to Search for Internal VSCS Jobs." Instructions on how to create job alerts is also outlined in this document. Other jobs have been posted and more will continue to be in the coming months.

Updates from Transformation Project Teams



Message from the Administrative Operations Team

The Business Planning team completed the design stage gate process for the Shared Expense Allocation project. This information will be shared with the Finance & Facilities Committee of the Board of Trustees at their next meeting. The Employee Services sub team has been working on developing a consistent process across the System for assigning current students to internal jobs. The new process has been deployed for returning students and will be installed for new students during a future term. The Facilities team is preparing for its design stage gate meeting in early September and reports there has been significant progress on vendor management. As mentioned in the last newsletter, the [Information Technology team has launched a new project dashboard](#). Additional project management assistance from Ferrilli has been supplied. Implementation of IT Shared Services is in progress, leadership positions posted.

Message from the Student Experience Team

You can tell that autumn is right around the corner as our campuses gear up for the beginning of the semester. Fall athletes and student orientation staff are coming back and next week marks the beginning of new students arriving on campus for orientation! It is so exciting to see our campuses coming alive for this new academic year and it reminds us all why we do what we do to contribute to our students' success!

Speaking of exciting things, the admissions team has been out visiting our campuses to see first-hand what each location has to offer. To date, the team has traveled to Castleton, Killington, Lyndon and Johnson. Randolph and Williston are up next in the upcoming couple of weeks. We would like to thank all the faculty, staff, and students who contributed to making these visits a success. In the following

weeks, admissions will be finalizing the incoming class for this fall and will be hitting the road to recruit the inaugural incoming class of Vermont State University students for Fall 2023.

The financial aid team is working hard to help new and returning students navigate the process of securing their aid as we approach the beginning of the semester. Like admissions, financial aid folks across the campuses are gearing up to operate as a single team going forward. Every member of the financial aid staff at CU, NVU, and VTC is involved in transformation at this point. The great work to date of the financial aid experience team in the past year is now being interwoven in the new system designs and everyday business processes which will result in a more efficient and improved experience for students.



Message from the Workforce Development Team

We are in the process of collecting data to inform basic needs around the operations of current workforce development programs across campuses. This includes data on the number of current projects, number of people served, overall revenue (i.e. from credit and non-credit courses), sectors served, credentials offered, and more. This part of the work is a heavy lift because the data has not been stored in a central repository. We have devised a spreadsheet to obtain common data and formatting, as well as determine how easy it is to access, what is missing, and develop a common way to report. All of this will inform our design work going forward.

Vermont State Colleges in the News



- Vermont Technical College received \$1.2 million designated for Workforce Development in Agriculture. [Read full article on the Barre Montpelier Times Argus website.](#)
- Castleton University has been recognized for its commitment to helping students learn, grow, and succeed by Colleges of Distinction, a guide for college-bound students. [Click here to read more.](#)
- Small business program at NVU in forestry/sustainability program announces inaugural cohort. [Read full article on VermontBiz.](#)
- BMH and CCV celebrate new graduates of medical assistant program. [Read full article on the Brattleboro Reformer.](#)



1 - Congrats to BMH/CCV Graduates!

Upcoming Board and Committee Meetings



Public comment is now held at or near the start of Board and Committee meetings. [The Board Chair's Rules for Public Comment are also available on the VSC website.](#)

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- August 22, 2022 | 1:00 p.m. | Zoom | Finance & Facilities Committee
 - August 31, 2022 | 1:00 p.m. | Zoom | Education, Personnel & Student Life Committee
 - September 20 and 21, 2022 | In Person at Lake Morey | Board of Trustees (Fall Retreat)
 - October 17, 2022 | Time TBD | Zoom | Audit Committee
 - October 17, 2022 | Time TBD | Zoom | Finance & Facilities Committee
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Additional information about Board and Committee meetings, including information on how to access the meetings can be found 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