



VSCS Transformation Newsletter (8/1/22)

Transformation Update #35

August 1, 2022

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

In This Issue



- Appointment of Chief Diversity Officer
- Update on Vermont State Marketing and Communication
- You are Invited to a Presentation on E-Portfolios
- Updates from Transformation Project Teams
- Spotlight: DEI Data Project
- Appointments of Interim Assistant VPs of Athletics & Fitness and Grants Administration

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.

Appointment of Chief Diversity Officer

We are excited to announce that the Chief Diversity Officer for Vermont State University has been appointed. Congratulations to Jae Basiliere (NVU), who will serve in this important role. The Chief Diversity Officer position is a permanent position, reporting to the president, and has been a priority hire to meet [Vermont State University's mission, vision](#), and commitment to diversity, equity, and inclusion.

Jae currently serves as the Director of the Center for Teaching and Learning at Northern Vermont University and has dedicated significant time and energy to institutional equity and social justice work. They have also been a part of the Diversity, Equity, Inclusion, and Social Justice Workgroup that is part of transformation. Jae also facilitates the Vermont State Colleges System Social Justice Group and leads a group supporting the integration of diversity-focused learning outcomes into every section of the general education curriculum. We are excited and honored Jae has stepped forward to fill this critical role!

Marketing and Communications

After launching the brand in mid-May, we have been solidly in market with Vermont State University since June—and it's just the beginning! We are raising awareness for Vermont State (branding) and supporting the admissions team in bringing in their inaugural class for fall 2023 (admissions marketing).

You've likely seen and heard Vermont State ads on TV, radio, social media channels, and even buses! Check out this photo from one of the Burlington area buses:





Here are just a few highlights going on in marketing and communications.

Microsite and Social Media Channels

Campaign landing page/microsite launched and will evolve and stay live through early summer 2023 at VermontState.edu.

Join us on the Vermont State social media channels!

- **Facebook** - [@VermontStateUniversity](https://www.facebook.com/VermontStateUniversity)
- **Instagram** - [@vermontstateuniversity](https://www.instagram.com/vermontstateuniversity)
- **LinkedIn** - [Vermont State University](https://www.linkedin.com/company/VermontStateUniversity)
- **Twitter** - [@VermontStateU](https://twitter.com/VermontStateU)
- **YouTube** - [Vermont State University](https://www.youtube.com/VermontStateUniversity)

In the News

Vermont State has made its way into the news channels. We are pushing out ideas that highlight our cross-campus opportunities. Let us know if you know a good story.

Several outlets covered the brand reveal, including the Rutland Herald, WCAX, VtDigger, and the Caledonian Record.

Other news highlights include:

- [David Silverman: A big step forward for Vermont State University](#)
- Rutland Herald: [Students uncover the past in Castleton](#)
- WCAX: [Students take part in Castleton archaeology dig](#)
- MyNBC5: [Students from Vermont State Colleges rediscover the past in archaeological research project](#)
- Caledonian Record: [Students Break New Ground With Cross-Campus Excavation Project: Officials Say Summer Program A Sign Of Opportunities To Come At Vermont State \(behind a paywall on Caledonian Record's website\)](#)

Creative Assets for You

Did you know you can access Vermont State Zoom backgrounds in your Zoom settings? And soon we will launch other assets that will help you in your work, including PowerPoint templates, eSignatures, pennants, T-shirts, letterhead, and more.

Catch us at Summer Events!

We are present at a number of events throughout Vermont, most recently at the Dead of Summer Music Festival in Londonderry and Cooler in the Mountain Summer Concert Series in Killington.

Check out our booth at the following events:

- August 5: Festival of Fools Burlington
- August 6: Point to Point Montpelier
- August 12: Lyndon Farmers Market

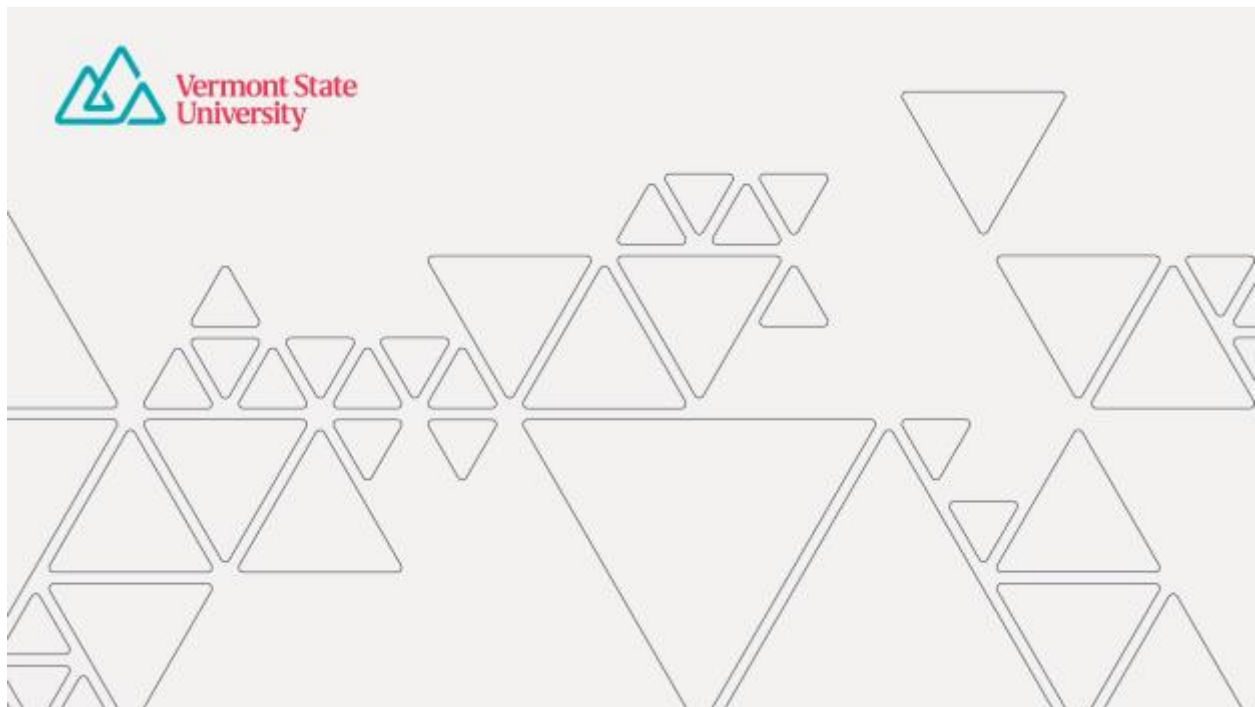
Stay tuned for more — we have a lot more coming your way!

[You are Invited to a Presentation on E-Portfolios](#)



As part of ongoing transformation projects to support student success, including advising, civic and career readiness, and the proposed Connections General Education program, there will be an introduction to e-portfolios by [Helen Chen](#), research scientist in the Designing Education Lab in the Department of Mechanical Engineering at Stanford University, on Friday, August 5 at 2:00-3:00 pm. For a Zoom link and more information, or to request a link to the presentation once it's recorded, email: [Chris Boettcher \(ceb10070@vsc.edu\)](mailto:Chris.Boettcher@vsc.edu).

Updates from Transformation Project Teams



Message from the Academic Operations Team

A key area of discussion for the Academic Operations Core Team has been starting to define what it means in specific, operational ways for VTSU to be a hybrid university that supports all students in all locations and all modalities. Several of our sub-teams are beginning to identify a set of tools and practices that represent an important foundation to support the student experience at VTSU, such as through the use of a common appointment scheduling tool.

All the sub-teams and affiliated groups have been very busy this summer with specific projects. Our libraries, career services, and advising sub-teams are continuing early development work on their projects, the programs team is working through reviews of academic policies for VTSU, faculty leaders are continuing to work towards a draft governance model, academic program faculty are working to complete curriculum designs for review in the fall, and the general education group is working to address questions and details in its proposal for VTSU's Connections General Education program.

Message from the Administrative Operations Team

As the Facilities sub team continues to prepare for their Design Gate presentations, it will be doing some preliminary surveying/boundary work as well as deed investigation. These foundational pieces will better inform the right sizing activities across our various locations. Facilities and Finance have been working together to establish base line lease rates across our campuses. The model is in its final stages of development and will be used as a tool for having data informed conversations with potential campus partners.

There are a number of IT system projects underway across all teams. The IT team, [in partnership with the project management team, has created a system dashboard to help provide an ongoing update to the varying system projects, who is involved in them, and their current status.](#)

The HR and Employee Services' Student Onboarding and Management sub team (with representation from all institutions' Financial Aid and HR departments) have begun mapping out a student hiring and onboarding process, leveraging both our HRIS (UKG) capabilities, as well as Financial Aid best practices for approving and managing students' work study awards. We aim to have the standardized process launched for the fall semester.

Message from the Workforce Development Team

The team is moving into the design stage. We spent more time with the Chancellor and the two Presidents to better understand their vision for workforce development, given their prior feedback at the Discovery Gate meeting. There is a clear need to develop a workforce "entity" within VTSU bringing together the existing workforce development and continuing education activities of VTC, NVU, and CU. The Presidents are very much in favor of the design principle of full integration of workforce with VTSU systems and services, similar to CCV's approach. The Presidents' vision for "workforce development is everyone's business" is refreshing and exciting. We are launching into design in preparation for a presentation to the Board in September, laying out the vision, governance, accountability, and goals for workforce development. We are also seeking data to assess where there are gaps in the current delivery of workforce development and continuing education, as well as the costs associated with greater integration.

Spotlight: DEI Data Project



To support the objectives of meeting the [goals outlined in the system's diversity statement](#), a subgroup has been formed to review how data elements are collected, displayed, and used across our enterprise technology systems to ensure that it is done in a manner that meets DEISJ goals. This subgroup was also created to make recommendations for changes to those systems and processes to better support our students and employees, ensuring that current practices that are not working are properly corrected.

To date the committee has focused on the data elements collected and housed in our core information systems: Slate (Admissions), Colleague (Students and Courses), and UKG (Employees). With Vermont State University admissions staff working to deliver the first VTSU admissions application in August, our work has prioritized the information collected through the application process and the integration of that information into our student information systems. Some of the data elements reviewed as part of this work have been data to ensure equitable support of international, veterans, and first-generation populations, as well as the value lists that are inclusive to support gender identity, sex, and pronouns.

While we will look to implement changes for the new admissions application within the next month, a project team has been formed to work on the integration of that information with our primary student information system (Colleague) by the start of October. As part of these changes, we plan to develop a resource for people to understand the changes implemented and the options they have to best represent themselves within our student information systems. While the initial focus is on Slate and Colleague, the work of this team will also extend to how these data elements are used by other student systems such as Canvas (learning management) and Aviso (advising). The team will also be developing training for staff on how the data should be collected and used.

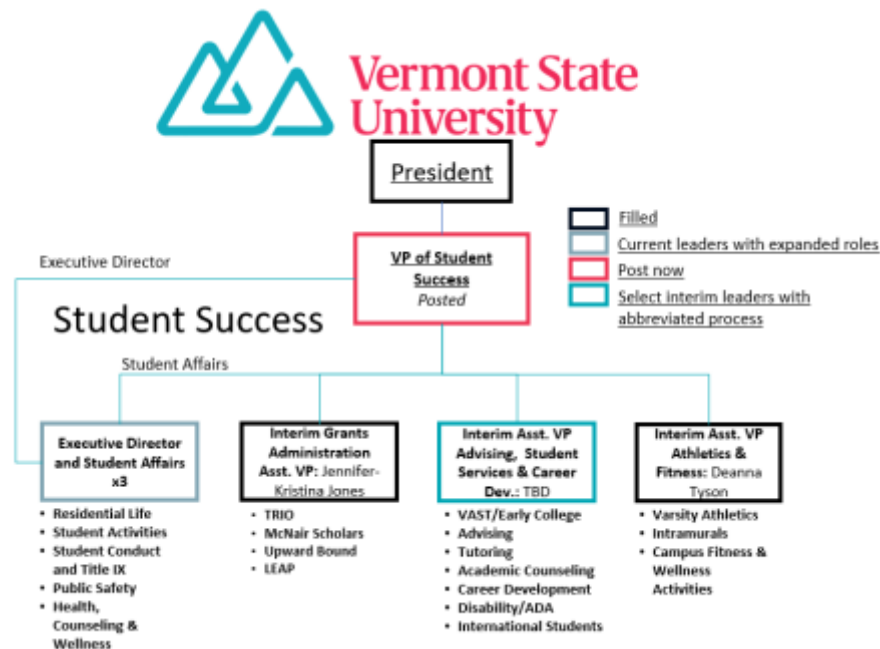
Appointments of Interim Assistant VPs of Athletics & Fitness and Grants Administration

Two Interim Assistant Vice Presidents in the area of Student Success have been appointed: Congratulations to Deanna Tyson, who will serve as Interim AVP of Athletics & Fitness, and Jennifer-Kristina Jones, who will serve as Interim AVP of Grants Administration.

Deanna has served as Associate Dean of Athletics and Recreation at Castleton University (CU) since 2007. She has worked in CU athletics since 1999 and we are honored to have her bring this experience to Vermont State University. Jennifer-Kristina is currently serving as Director of the Academic Support Center and Success Coach at CU and has previously served as Director of Upward Bound. She is also a CU alumna, and we are excited to have her bring these experiences into this role. We are thrilled to welcome them to these key roles as we continue to transform.

As with [previously appointed interim Assistant Vice President positions](#), the term of these positions is three-to-nine months, exact timing depends on when a Vice President of Student Success is appointed. Once that position is filled, searches will be launched for permanent Assistant VPs.

These positions were posted in early June and garnered a pool of internal applications. Thank you to all candidates who applied. 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](#).



Upcoming Board and Committee Meetings



Please note corrections:

- *August 3, 2022 | 11:15* a.m. | Zoom | DEI Committee*
 - *August 3, 2022 | 1:00 p.m. | Zoom | Board of Trustees*
 - *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)*
-

Additional information about Board and Committee meetings, including information on how to access the meetings can be found on the VSC website.

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.](#)

*Please note that the start time has been pushed back to 11:15 a.m. from 11:00 a.m.

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