



# VSCS Transformation Newsletter (9/26/22)

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*Transformation Update #39*

*September 26, 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.*

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## Vermont State University 2023-2024 Tuition Announced

The Board of Trustees of the Vermont State Colleges System at this week’s board meeting unanimously approved a base tuition for Vermonters enrolling at Vermont State University of \$9,999 per year in undergraduate programs, commencing with the launch of the new university on July 1, 2023. After holding tuition rates flat for two years to address the key strategic priority of student affordability, the Board is pleased to announce an in-state tuition rate that drastically lowers a barrier to access for many Vermonters and increases the attractiveness of pursuing higher education in Vermont for out-of-state students.

What does this mean for current students? We are pleased to inform you that we will again freeze tuition for all current students for the third year in a row. Additionally, your aid will be adjusted so your total net tuition will stay the same or be lowered, depending on your current scholarship. If you currently receive financial aid and you plan to apply for it again for next year, you can expect to receive your financial aid offer later in the spring semester of 2023.

Vermont State University President Grewal stated: “Increasing college affordability is my top priority. When we lower financial barriers to higher education, we create more diverse and accessible classrooms while strengthening the pathways to economic mobility that we offer Vermonters. As a first-generation college student myself, I am deeply committed to ensuring that all students can access learning, no matter their backgrounds.”

[You can read the full press release on the VSCS website.](#)



## Spotlight: Transforming the VSCS with Shared Services

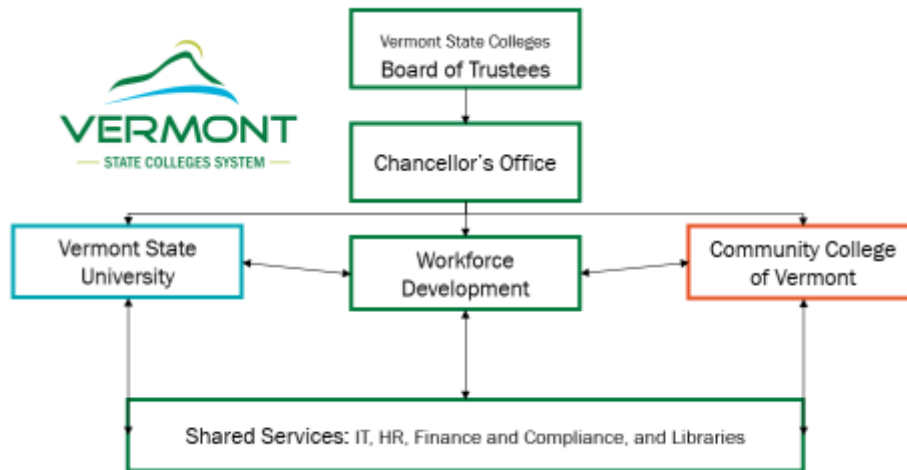
The shared service model being implemented for IT, HR, and Compliance & Finance is a key part of the transformation. It involves bringing these departments together, so that they will service the Community College of Vermont, Vermont State University, and the Chancellors office.

A shared service organization is a way of providing administrative and technical services across multiple institutions or units in a way that optimizes quality, consistency, and efficiency. It allows the institutions to focus on their primary mission while still receiving the administrative help they need.

Shared services units gain economies of scale and allow for both more specialized knowledge and capacity in specific technical functions. This leads to better service. The focus is on the processes, systems, and data needed to ensure the intended outcomes are consistent where possible, but unique as required. A strong customer-oriented service culture is also essential. In this case the “customers” are

students, faculty, and staff. Shared services will be overseen by a Shared Services Leadership Council and key decisions will be made by the Council of Presidents to assure that the needs of the institutions are being met.

What shared service doesn't mean is that all services will be virtual or remote. There will still be IT support and HR personnel on campuses. It means that these staff members will have better support and resources, as well as being able to improve their specialized skills, instead of wearing many hats. Not only will this improve service, but it is intended to improve work satisfaction and limit burnout.



## VSCS Board of Trustees Expands In-State Tuition for Refugees at all VSCS Institutions



Effective June 1, 2022, refugees making their home in Vermont are now able to access in-state tuition rates at all Vermont State Colleges system institutions, thanks to an expansion of Act 166 of 2022. Act 166 updated residency policies so that refugees making their home in Vermont can access in-state tuition rates at the Community College of Vermont.

The Board of Trustees of the VSCS adopted and then expanded this initiative to apply to all Vermont State Colleges institutions. Refugees living in Vermont and attending Castleton University, Northern Vermont University, and Vermont Technical College, as well as Community College of Vermont, will pay in-state tuition rates.

This policy will be upheld when the new Vermont State University launches in July of 2023.

[\[read more\]](#)

## Update on Workforce Development Goals and Structure

At the Board of Trustees retreat last week, an update on Workforce Development for the Vermont State Colleges System was presented. The presentation focused on what has been done, current areas of success and for growth, as well as goals for the future. This was presented by Pat Moulton, the inaugural Executive Director for Workforce Development for the full system. Other members of the team present were Ric Reardon, Director of the Castleton Center for Schools and the CU Dept. of Education, and Tiffany Walker, Associate Dean for Workforce at CCV, Mike Stevens, Transformation Project Manager for Facilities Master Planning, and Katherine Levasseur, Director of Legislative and Government Relations.

The Vermont State College Workforce Transformation Team's working definition of workforce development is: as the strategic approach of developing education and training programs to meet the needs of existing and emerging businesses and organizations. We engage a complex ecosystem of public and private sector policies, and programs to provide individuals with the opportunity for a sustainable livelihood. Workforce development helps businesses and organizations create a highly educated workforce. The education component of workforce development includes credit and non-credit bearing offerings in an array of forms including industry credentials, certificates, credit for prior learning, apprenticeship, professional development, internships, and experiential learning. As a result, Vermont gains economic sustainability and prospers in an increasingly competitive global environment.

[\[read more\]](#)

## Transformation Project Updates



## Updates on New Student Experience Projects

The team has been on the road at recruiting events. Sierra Verburg shared some pictures from recruiting at Greece Ridge mall fair, NY.

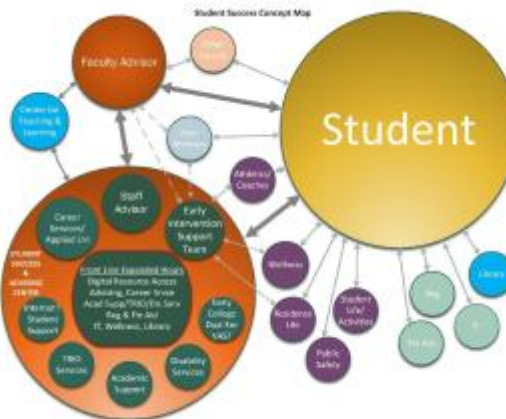


## Updates on Student Success Projects

The core team will launch Wednesday, September 28. Kelley Beckwith, VP of Student Success of Vermont State University, will serve as the core team lead. More updates the follow in future updates as work continues to create an integrated student success organization.

### Integrating a Student Success Organization

- A single "front door" for one-stop student access.
- Holistic and developmental support.
- Intentional focus on equity and improved outcomes.
- Emphasis on career readiness.
- Leverage technology and staffing model for efficiency and effectiveness.



## Update from Administrative Operations Projects, including Shared Services

The team is focusing energy on finalizing recommendations for allocations of base appropriations, revenues, and expenses across the institutions. Progress is being made across IT and HR Shared Services. Please larger HR Shared Service update below.

## Four New Leadership Appointments for Vermont State University

*We are excited to announce three regular and one interim Vermont State University leadership hires. Each of these roles is key to the success of the new University and to meeting NECHE's expectations. We're thrilled to have these talented leaders join the team.*

[\[read more\]](#)

## Human Resources and Employee Services Transformation

The Transformation Team for Human Resources and Employee Services was established in early 2022. It is made up of staff representing student services, finance, human resources, and other areas across CCV, VTC, NVU and CU. As a result of the team's Discovery work, two primary areas for focus were identified:

### 1. Employment and Talent Development Strategies

- Employee culture, morale, and satisfaction

- Workforce analysis, planning, and operations
- Professional development and training

## 2. Operational Optimization and Process Alignment

- Data systems and architecture to support planning and decision-making
- Administering part-time faculty, instructors
- Administering and supporting student workers
- Employee records, files, and data
- Compliance (policies, procedures, and training)

Over the summer months, consideration has been given to how to structure human resources to support the achievement of goals established for these two key, critical areas. We have concluded that a shared services model will optimize services and efficiencies of data systems, records management, benefits administration, compliance training, and leave management.

[\[read more\]](#)

## Update from Student Advisory Council First Meeting

The first Student Advisory Council meeting of the semester was held on September 15. Centering students and their success is at the forefront of all transformation projects, and having this advisory council gives space to ensure we are meeting that goal.

Following introductions and an update on the transformation progress, students were asked to share their thoughts on transformation and their areas of interest.

Several areas of Student Success were brought up as being of particular interest, including:

- **Student and residence life:** making sure that campus identities were retained. Ensuring that students who are online or partially online can build connections with other students.
- **Advising and academic support:** wanting to ensure that students develop relationships with their teachers and have the support they need in advising, especially if complications come up.
- **Career services:** across campuses, there was an interest in increasing internship and mentoring opportunities, as well as networking.

Kelley Beckwith, who was recently appointed VP of Student Success of Vermont State University, and her team, are working towards an integrated student success model. [An update was recently provided on this and may be of interest.](#)

Other items that came up included Academic programing, specifically ensuring a high standard in teaching both in person and online. Tied to this was a concern about retaining faculty and staff, as well as attracting more. Some of the items connected with career services were thoughts about workforce development and support for nontraditional learners.



## Upcoming Student Advisory Council Meetings

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- [October 20, 2022 | 6:00 p.m. – 7:30 p.m. | Zoom](#)
  - [November 17, 2022 | 6:00 p.m. – 7:30 p.m. | Zoom](#)
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*More information about [the Student Advisory Council can be found on the Transformation website.](#)*

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## Vermont State Colleges in the News

[New VTSU president sees a chance to ‘transform higher education’.](#)

[Senator Patrick Leahy announces presenters for the workshops of 25th Annual Women’s Economic Opportunity Conference](#) hosted at VTC-Randolph.

Perry Ragouzis, [the new student trustee loves Vermont, wants to remain](#) in the state.

Student news coverage of President Grewal opening speech and convocation: [Looking to VTSU’s future at Convocation.](#)

VTC and CU grad wins award, [SVHC Announces DAISY Award](#) Winner.

[CVMC offers work-study program for nurses](#) in partnership with CCV and VTC.



*1 - Perry Ragouzis, VSCS Student Trustee*



*2 - Madison Crown outside Central Vermont Medical Center in Berlin. Crown has been training to be a Registered Nurse.*

## Upcoming Board and Committee Meetings



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*Public comment is now held at or near the start of Board and Committee meetings. [The Board Chair's Rules for Public Comment are available on the VSC website](#), as is a form to [submit public comment before the meetings](#).*

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- *October 17, 2022 | 1:00 p.m. | Zoom | Audit and Risk Management Committee*
  - *October 17, 2022 | 2:45 p.m. (or following the Audit Committee) | Zoom | Finance & Facilities Committee*
  - *October 27, 2022 | 1:00 p.m. | Zoom | Education, Personnel, & Student Life Committee*
    - *October 27, 2022 | 2:30 p.m. | Zoom | Diversity, Equity, & Inclusion*
    - *October 31, 2022 | 1:00 p.m. | Zoom | Board of Trustees*
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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.*

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## 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)