



VSCS Transformation Newsletter (10/11/22)

Transformation Update #40

October 11, 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.*

Note on Newsletter Schedule

Since these Transformation Updates were first sent, starting in April of 2021, they have come out regularly every other Monday, every other week. We are going to shift this model slightly going forward, to acknowledge VSC-recognized holidays that fall on Mondays. We know Transformation has increased workloads for many, and so we will be issuing transformation updates that would otherwise fall on a holiday Monday on the following business day thereby avoiding sending emails on holidays, while still providing timely, transparent updates

Recognizing Indigenous Peoples' Day October 10, 2022

Indigenous Peoples' Day was first proposed in 1977 by a delegation of Native Nations to the International Conference on Discrimination Against Indigenous Populations in the Americas. [In October of 2021, Governor Scott made a declaration to recognize Indigenous Peoples' Day in Vermont.](#) We join the State of Vermont in recognizing that Vermont was “founded and built upon lands first inhabited by Indigenous Peoples of this region – the Abenaki, their ancestors and allies – and acknowledge and honor these members of the community...”

Here are some resources to learn more about the indigenous people and tribes in and around Vermont.

Links and Articles:

- [Recognizing Place: Indigenous Land Acknowledgments \(Audubon Vermont article\)](#)
- [Native Land, an app to help map Indigenous territories, treaties, and languages](#)
- [Vermont Commission on Native American Affairs](#)
- [Pride Center of Vermont Honors Two-Spirit People on Indigenous Peoples Day](#)

Books:

- [“The Western Abenakis of Vermont, 1600–1800: War, Migration, and the Survival of an Indian People” by Colin Calloway](#)
- [“The Voice of the Dawn: An Autohistory of the Abenaki Nation” by Frederick Matthew Wiseman](#)
- [“An Indigenous Peoples' History of the United States” by Roxanne Dunbar-Ortiz](#)

Jewish High Holy Days

The VSCS hopes you will join us in wishing the Jewish members of our community a belated good new year, L'Shana Tova. [Rosh Hashanah \(The Day of Judgement\) was 9/25-9/27, Yom Kippur \(The Day of](#)

[Atonement](#)) was 10/4-10/5, and the nine days between are known as the High Holy Days. As part of our commitment to diversity, equity, inclusion, and social justice, we encourage you to learn more about the cultural significance of the High Holy Days.

Transformation Update Presented to Board of Trustees: Summary of Progress

At the Board of Trustees retreat September 20, [the following summary of progress was presented to the Board](#).

Over 90% of senior leadership positions at VTSU have now been filled. These functional leaders are working to translate the designs that emerged from the transformation teams and sub-teams into organizational and staffing plans that will fit new processes and match investment and budget priorities.

The universal application for admission to VTSU in Fall 2023 was launched during the week of September 19, 2022. [It is available on the VTSU website](#).

Transformation core teams have been realigned to correlate to VTSU's administrative structure and the Shared Services governance structure. Shared Service leaders in IT and HR are working with the new Shared Services Leadership Council to craft service level agreements and finalize organizational designs.

Key Academic Programs and Administrative Operations design and development decisions and timelines are being driven by the systems projects that will support them, such as Colleague ERP, Catalog, and Scheduling. [More details on transformation systems projects can be found on this dashboard](#), which is regularly updated.

The Workforce Development team worked with sponsors to clarify its vision and goals for workforce within the VSC by 2028. The team has also developed design principles to inform the design stage. These were presented to the Board at its September retreat. More information is provided below.

The graphic below shows where each of the four core teams are in relation to [the project management process](#). The new Student Success team will be added in future updates.



Transformation Project Updates



Updates on New Student Experience Projects

The New Student Experience Team celebrated the launching of our two undergraduate applications for admission to Vermont State University in the last two weeks. Students can choose to apply directly to Vermont State through our own SLATE hosted application or they can choose to apply through the Common App. Over the coming weeks, the team will be focused on the promotion of our newly approved tuition and fees structure on the website and working with the financial aid teams to align a new merit and need-based financial aid model for new students enrolling in the fall of 2023.

Notwithstanding all the ongoing transformation work being done, it is important to remember that we continue to work with new students seeking to enroll at CU, NVU and Vermont Tech this spring. It is “business as usual” for this very important cohort of new students joining our institutions. As always, the team thanks everyone for the support of our recruitment efforts and we look forward to the excitement that the next few months will bring!

It's Open House Season:

Please help us spread the word by encouraging your friends and community members to come learn more about our campus locations! We are hearing great news from the road. Our admissions team members are reporting a lot of excitement about Vermont State University from prospective students. Open House events are:

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- *Castleton Campus: October 10*
 - *Williston Campus: October 17 ([Facebook event](#))*
 - *Brattleboro Site: October 19*
 - *Johnson Campus: October 22 ([Facebook event](#))*
 - *Randolph Campus: October 29 ([Facebook event](#))*

- [Lyndon Campus: November 5 \(Facebook event\)](#)
 - [Castleton Campus: November 11 \(Facebook event\)](#)
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Updates on Student Success Projects

[The Student Success Core Team](#), which is comprised of more than a dozen members representing various functional areas and faculty and staff, met for the first time on September 29. Initial work includes organizing more than 30 projects for completion in time to welcome the first VTSU student cohort. The projects range from implementing one instance of eRezLife for all campuses, creating a self-paced career development resource in Canvas, and developing common usage guidelines for Aviso. In addition, the Health and Wellness and Public Safety teams will present design proposals to sponsors later this month.

Updates on Workforce Development Projects

[We reported on the update to Workforce Development last time](#). As noted above, the Board of Trustees approved the Vision for the Workforce Development for the VSCS at its September retreat. The vision includes bringing together the workforce teams across the future VTSU to create a unified and integrated workforce development team. The overall workforce design principles were also shared with the Board, along with the the metrics by which the success of the VSC's workforce development efforts will be measured. Achieving these metrics involves ALL aspects of the VSCS, VTSU and CCV with both institutions "owning" the goal of meeting these metrics **by 2028, five years hence**:

[\[read more\]](#)

Updates to Transformation Website

[The Transformation website](#) has been updated to reflect the new Transformation Teams structures. You can find details about these teams under two categories: [Creating Vermont State University](#) or [Transforming Vermont State Colleges](#). This reorganization better reflects the scope of each team's work and is aligned with the administrative structure of Vermont State University. While the creation and launch of Vermont State University is a significant part of the VSC's transformation, it is not the sole purpose of transformation, which also includes system-wide administrative consolidation. These webpages and those of the teams will continue to be updated to ensure we are answering questions about the process of transformation.

Vermont State Colleges in the News

[Amid widespread workforce shortages, Vermont Tech's apprenticeship program sets an example.](#)

[Fair Bolsters Biosecurity Safeguards](#); Vermont Tech vet tech students facilitate checking livestock and animals coming into the Tunbridge World's Fair.

[VSC Workforce Development Division will participate in Vermont Manufacturing Extension Center panel discussion.](#)

MSN article on [States with free college tuition](#) features 802 Opportunity Grant that helps Vermonters with a family income under \$75,000 attend CCV tuition-free.

[Higher Ed Dive covers tuition reduction for Vermont State University.](#) The Herald provides additional coverage with President Grewal: [State Colleges Look Ahead to VTSU.](#)

[McNair Program Q&A covered by Castleton Spartan answers questions about the program.](#)

[2022 NVU-Johnson Fall Career and Internship fair happening 10/20/2022.](#)

[CCV in the Media – August 2022.](#)



1 - President Grewal at his Randolph office.



2 - Brittany Green, head of CU's McNair Program.



3 - CCV student Desyree Ward (center) received the Jesse M. Corum IV Scholarship.

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 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.

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