



VSCS Transformation Newsletter (11/07/22)

Transformation Update #42

November 7, 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. Concurrent with phase one, we are also now engaged in phase two of the transformation work. The second phase is focused on system-wide administrative consolidation and includes work on the shift to shared services for Information Technology, Human Resources, Finance, and Libraries. You can read past [Transformation Updates](#), visit [the Transformation website](#), or [the Vermont State University website](#) to learn more.*

Spotlight: An Update on Systems Projects



While progressing through transformation discovery and design gate presentations, there have been a number of system requirements and projects that have surfaced. Those that have been approved support the most critical and timely processes for our business and academic teams. [A regularly updated dashboard can be found on the transformation website](#).

We are at a point where we have prioritized our phase 1 list of system projects that are most critical to support the July 1, 2023 launch of Vermont State University and broader administrative efforts across the system. Although we will not be adding any new system projects at this time, transformation is a multiyear process. Prioritizing meetings with core and sub-teams will be held in early January to develop a “next up” or phase 2 list of system projects that will go through review and prioritization with leadership.

Phase 1 System Project Details:

Slate: Thanks to much hard work by Admissions staff and others, the Vermont State University application went live in September! Since then, the team has been able to move inquiries into the new Slate environment, and now Common App applications are coming in directly. The application import from Slate to Colleague is being tested and evaluated. The team is looking forward to on-site Slate training from the vendor.

Colleague: Much work has been done on the Colleague project since our last update. After business process reviews were completed, recommendations were received from our vendor, Ferrilli, and reviewed in partnership with project teams per our [project governance](#) on the transformation website. With help from the vendor, a project plan with timelines was developed for changes and decisions, and a decision log was created. Functional teams meet weekly, and they continue to work through policy, process, and configuration decisions related to Financial Aid and Registrar operations (e.g. terms,

location codes, section codes, modalities, etc.). It is a huge project, and we appreciate the hard work of this extended project team!

Ad Astra: This project to implement a new academic scheduling system to support academic processes is underway. The technical implementation, including data connections with Colleague, is complete. The team is working with the transformation business analyst on an academic scheduling process map to facilitate system implementation discussions. The second phase of this project is expected to begin in the new year as we retire our current event management system and move to add that functionality in Ad Astra.

Acalog/Curriculog: Work is underway to implement Acalog to house the Vermont State University academic catalog. Companion product Curriculog is also being implemented to support the alignment of curriculum management across Vermont State University and to analyze change impacts on the programs and courses included in the catalog.

Diversity, Equity, Inclusion (DEI) Data: Recommendations surfaced from the group after reviewing data elements in the summer and fall. The group is now discussing how to implement the recommended value list into Colleague. The focus will be on implementing those recommendations across Slate admissions applications and Colleague for both VTSU and CCV. A project charter is being developed to guide the scope and support the work.

[\[read more\]](#)

First-Generation College Celebration Day: November 8th

As announced in the most recent Vermont State University-Wide News, there will be several campus activities celebrating first-generation students and their families tomorrow (Tuesday, November 8th), including:

- **Castleton Campus:** Events will be held in the Campus Center Atrium from 1 p.m. to 4 p.m. where cider and donuts will be served while sharing in writing and video, "it's important to me to be FG, because..." Later, from 4 p.m. to 6 p.m., cider and donuts will be served in the Campus Center 1787 Room where there will be more sharing, as well as live music and therapy dogs. The week leading up to November 8, the Calvin Coolidge Library will display books by famous first-gen authors.
- **NVU Johnson Campus:** Students and staff will table in Stearns Student Center where they will have TRIO items to distribute, a poster to fill out, and a button-maker for students to make their own buttons.
- **NVU Lyndon Campus:** Faculty and staff will display signs on their office doors that say, "I'm 1st Gen, let's talk!" Students are invited to write about what being first-gen means to them at a table in the Academic Support Center, where snacks will be served.
- **Vermont Tech Campuses:** Faculty and staff will display signs indicating their first-gen status on their office doors. Student stories will be shared via video. A table of books by first-gen authors will be on display at the library.

Also keep an eye on the **Community College of Vermont's (CCV)** social media (you can find them on [Twitter](#), [Facebook](#), and [Instagram](#)), as well as across CCV campuses and the [CCV news magazine CCV Now](#) for recognition and celebration of first-gen students.

Transformation Project Updates



Updates on New Student Experience Projects

Thank you to all faculty and staff who have contributed to the success of our fall open house events to date. We have received a lot of positive feedback and notes of appreciation from our guests! This past week, admissions also kicked off a series of breakfasts for school counselors and administrators as well as VSAC outreach counselors hosted on each of our five main campuses. The event includes a welcome by President Grewal followed by a presentation on Vermont State University that includes important updates to the admissions process. The turnout has been great so far and we appreciate the opportunity to connect with this very important influencer population. In addition to asking some great questions, the attendees shared important feedback with us that can be used right away to improve the process.



1 - November 5, 2022 Lyndon Campus Open House



2 - November 5, 2022 Lyndon Campus Open House



3 - Maurice Ouimet speaking to school counselors and administrators



4 - President Grewal speaking with school counselors and administrators

Updates on Student Success Projects

A focus on career readiness is one way Vermont State will enhance student outcomes. Aligned with that goal, the Career Services sub team is planning for the launch of the *Handshake* app for all students and alumni beginning July 1. This online recruiting platform streamlines and simplifies internship and job searches, career exploration, and networking. Currently touted as the #1 way college students find jobs, *Handshake* will provide the support students need via personalized job recommendations and more.

Work also continues on all student success staffing plans. The core team realizes how eager staff are for next steps. The pace, volume of work, and number of interdependencies are all high, and the core team members are stepping up to prioritize this work. The three staffing plans within student success are at different stages. Job descriptions and an initial organizational chart are underway for the plan that includes advising, career services, international student support, academic support, and TRIO. Details will be shared with staff this month. For the functional areas in student affairs, core team members are meeting regularly to merge prior design work into a staffing plan that will best serve students. Similarly, work on the staffing plan for athletics is in the early stages.

Updates on Academic Programs Projects

We would like to share out some of the recently approved full-time faculty searches across the Vermont State University campuses. More will be announced as program plans finalize. The recent approvals are:

VTSU Castleton:

- Accounting
- Archeology
- Computer Information Systems
- Nursing
- Sport Management/Athletic Training
- Geology (shared with VTSU Lyndon and Johnson)

VTSU Johnson and Lyndon:

- Applied Psychology and Human Services
- Restorative Justice
- Early Childhood Education
- Fine Arts
- Secondary Education
- Geology (shared with VTSU Castleton)

VTSU Randolph:

- Forestry

VTSU Williston:

- Computer Science/Technology (two positions)

Progress Report Accepted by NECHE

On October 24, 2022, the New England Commission of Higher Education ([NECHE](#)) [sent a letter to inform the VSCS that at the Commission's meeting on September 23, 2022 NECHE considered the September progress report submitted by us and accepted it](#). NECHE commended the VSCS “on its preparation of a well-written report that clearly documents the progress to date on the consolidation of Castleton University (CU), Northern Vermont University (NVU), and Vermont Technical College (VTC) into Vermont State University.” The Commission also stated that it is “gratified to learn that, as documented in the report, 15 of the 27 items specified for completion by the time of the report’s submission have been fully accomplished, and substantial progress has been made on the others.” The Commission also confirmed its request for a second report to be submitted by March 24, 2023, for review at NECHE’s April 2023 meeting.

Announcing Three Vermont State University Leadership Appointments

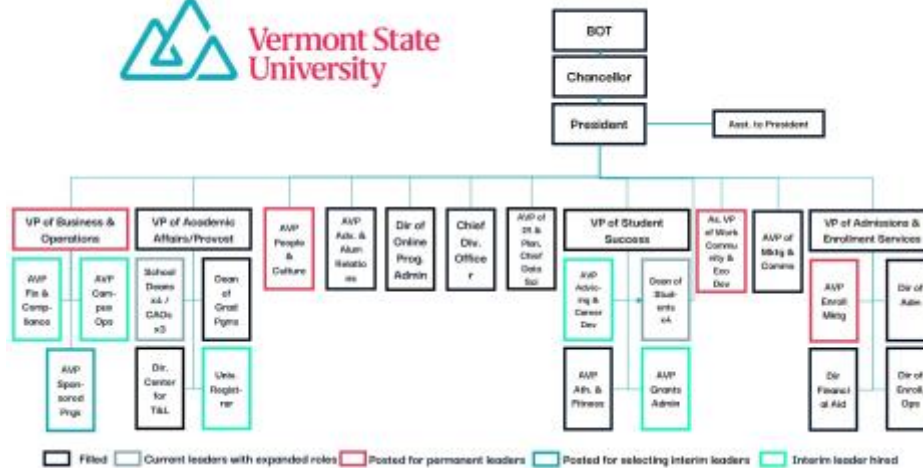
We are pleased to announce two more regular and one interim Vermont State University leadership appointments.

Deanna Tyson will be the Assistant Vice President of Athletics and Fitness position, which is reporting to VP of Student Success Kelley Beckwith. Deanna was appointed to this role in an interim capacity in September and is now in a regular appointment. Deanna most recently worked as Associate Dean of Athletics and Recreation at CU.

Lauren Philie will be the Assistant Vice President of Institutional Advancement and Alumni Relations. The position was first announced as reporting to the VP of Business & Operations. It is now reporting directly to President Grewal and is part of the president’s cabinet. Lauren was appointed in an interim role to this position and is now appointed in a regular capacity. She previously served as Director of Development and Alumni Relations at NVU and is the lead of the Institutional Advancement Transformation sub-team.

Thom Anderson will be serving as the Interim University Registrar, which reports to VTSU VP of Academic Affairs and Provost, Nolan Atkins. He most recently served as Associate Dean of Academic Programs and Faculty at NVU, and also as NVU’s Veteran Programs Coordinator.

Please join us in congratulating Deanna, Lauren, and Thom! We appreciate the experience and skill they are bringing to help reach the finish line for launching Vermont State University.



Vermont State Colleges in the News

[Vermont Arts Council Virtual Spotlight Gallery Exhibit is of the art of seven NVU-Johnson Master of Fine Arts student from Oct. 25 to Nov. 18](#), with selected pieces and artist profiles featured in the Arts Council's virtual Spotlight Gallery.

[Seven Days interview of Vermont State University's first president, President Parwinder Grewal on settling into the role.](#)

[WCAX- Vermont Colleges Growing Cannabis Education Programs](#). NVU, Castleton, and Vermont Technical College offer a 12-credit cannabis studies program accessible for all students, not just traditional ones.

[NHL- Color of Hockey: Castleton student and athlete Mason Alderson is living his college dream.](#)

[Storm Chasing Across the US](#): Earlier this summer, faculty, staff and five students from NVU-Lyndon resumed the opportunity of a lifetime to chase storms in tornado alley.

[Vermont Tech and GE working to boost aviation workforce](#). Vermont Tech has announced that 41 students have graduated from the GE Manufacturing Technician Apprenticeship Program.

[Gilberto Diaz Santos, CCV coordinator of teaching and learning and faculty member](#), created a YouTube [show](#) featuring English and Spanish language videos. The ORCA media channel started streaming this new "series" of English language videos on September 12.



5 - Parwinder Grewal meeting staff and students from Seven Days



6 - Castleton student and athlete Mason Alderson



7 - Storm Chasing from Rutland Herald

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](#).

- *December 5, 2022 | 1:00 p.m. | Randolph Campus | Board of Trustees*
 - *December 12, 2022 | TBD | Zoom | Finance & Facilities*
 - *December 12, 2022 | TBD | Zoom | Nominating Committee*
 - *January 9, 2023 | TBD | Zoom | Education, Personnel, & Student Life*
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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