



VSCS Transformation Newsletter (11/21/22)

Transformation Update #43

November 21, 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.*

Title IX and Protected Rights Coordinator for VTSU

On November 14, 2022, we welcomed Amy Daviarz, the new Title IX and Protected Rights Coordinator for Vermont State University. The Title IX and Protected Rights Coordinator will manage and execute policies and programs which relate to protected categories under state and federal laws such as Title IX, Title VII, and the ADA, and to support collaboration and initiatives for both equity and compliance at VTSU.

Amy joins the Office of the Chancellor in Montpelier while she completes her training under Kathryn Santiago's supervision. She will then transition over to Vermont State University. Amy comes to us from the Finger Lakes region of New York, where she has worked for the Family Counselling Services organization focusing on services for its LGBTQ Center and Domestic Violence programs. She is also experienced in Disability Rights and Child Protection services.

We are excited for Amy to join us. Welcome, Amy!

Spotlight: Updates from VSCS Library Transformation

The Library Transformation Team has been hard at work ensuring that the unified Vermont State Colleges System (VSCS) library services will continue and improve support for students and faculty at Vermont State University and the Community College of Vermont. The VSCS Libraries' mission statement lays out that the "libraries support learning and teaching, research, creation of knowledge, intellectual growth, and enrichment of the academic experience by providing staff expertise and access to information, services, facilities, and technology."

The team wants to share the following highlights in their work, starting with **academic focus**:

1. The library's entire focus revolves around faculty, staff, and student needs. Every upgrade to services and resources is based on evidence backed up by the way our community uses the library, both physically and virtually.
2. The library's focus will be to offer resources that align with the VSC's curriculum and services including patron driven resource purchasing, open educational resources (OER) guidance, asynchronous and synchronous library workshops, and information literacy instruction.

In creating a **Digital First** model to ensure all students, faculty, and staff from VTSU and CCV have access to library resources, we are purchasing digital resources so that students and faculty can access the resources needed for their courses and research from wherever they are.

Collection Development to ensure that it is patron driven, student first, and accessible to all:

1. The library's collection development plan is moving toward a patron driven approach. We want to ensure that the resources needed and requested by faculty, staff, and students are available.
2. The goal of the collection is to maintain relevancy, vibrancy, and ensure the collection supports and promotes diversity, equity, inclusion, accessibility, and social justice.

[read more](#)

Transformation Project Updates



Updates on New Student Experience Projects

Admissions has received a lot of requests from faculty and staff across our campuses related to reporting. Although it has been customary to receive regular reports from admissions every two weeks for the upcoming fall semester starting in November, please be patient this year as we work our way through several reporting challenges. For example:

1. Vermont State University is using a single instance of SLATE (Admissions CRM). Thus, we do not have an efficient way to benchmark against historical data because we now have an unduplicated count of total of applications. In the past, one student could have been counted as three applicants if they applied to Castleton, NVU, and Vermont Tech. This year each student will be counted as one applicant.
2. Our intention is to share a regularly run admissions report with department chairs, program coordinators and other campus division leaders on a regular basis beginning later in December or early January. If possible, we will do it sooner.
3. Due to the incredibly heavy lift of all the transformation work and bringing the operations of three admissions offices into one and three financial aid offices into one in a very short timeframe, sending out admissions decisions and financial aid offers to new students has been delayed. We are not yet admitting new students but hope to provide an update shortly after Thanksgiving as to when the first students will receive their acceptance letters.

Also, we would like to remind everyone of the new structure of admissions and marketing. We no longer have campus-based recruitment teams. We have program-focused recruitment teams. This means, for example, that admissions staff based at Randolph may assist nursing students who intend to enroll at Castleton, while staff at Castleton may work with students seeking to enroll at Lyndon, etc. Once academic programs have completed the approval process, admissions staff will be able to be thoroughly trained on their assigned programs. We are marketing Vermont State University and its programs, not individual campuses.

Finally, a friendly reminder to all that we are going through this transformation **together**. This is not a “business as usual” kind of year for admissions, marketing, and financial aid. There are so many dependencies on other campus departments for us to be able to perform our jobs well and with the highest level of integrity. We know that you are all working incredibly hard too to help get us there and we appreciate all that you are doing. Therefore, please be patient with us and understand that we are doing the very best we can to successfully recruit the inaugural class of Vermont State University.



1 - Randolph Campus Open House

Updates on Student Success Projects

The focus on the work of Student Success for the past several weeks has been on finalizing the staffing plan for the department. [On November 17, 2022, staff members who are within Student Success across the three institutions received a letter detailing the next steps:](#)

“I want to assure you that implementing all staffing plans in Student Success is a top priority. While it is taking longer than initially expected, this communication marks significant progress. I am mindful of the impact the uncertainty is causing some of you as you wait to know your future position in VTSU, and I am eager to address it. Right alongside the urgency to finish this important work is an equal need to do our best to get the details right, follow all contracts and policies, communicate effectively along the way, and stay focused on designing what our students need.”

Updates on Academic Programs Projects

The faculty have begun the process of approving the 103 programs that will make up the Vermont State University academic catalogue. Following faculty approval, the programs will be submitted to President Grewal for final approval. From there, the Admissions team and Marketing team will be able to share information about the programs as they continue to recruit the first class of VTSU.

Below are some faculty approved programs, which are moving next to President Grewal:

- American Studies (certificate)
- Anthropology, Archaeology, and Geography (B.S.)
- Applied Psychology and Human Services (B.S.)
- Atmospheric Sciences (B.S.)
- Climate Change (B.S.)
- Forensic Psychology (B.S.)

- History (B.A.)
- Human Services (A.S.)
- Literature and Writing (B.A.)
- Psychological Science (A.S., B.S.)
- Social Work (B.S.W.)
- Statistics (B.S.)
- Environmental Science (B.S.)
- Biology (B.S.)
- Interdisciplinary Studies (B.A.)
- Music Business and Industry (B.S.)
- Mathematics (A.S., B.S.)
- Athletic Leadership (M.S.)
- Athletic Training (M.S.)
- Educational Leadership (M.A.)
- Educational Research (M.S.)
- Foundations of Education (M.A.)
- Learning, Design, and Technology (M.Ed.)
- Studio Arts (M.F.A.)

Updates on Administrative Operations Projects and Shared Services

Additional information about shared services for Information Technology will be forthcoming in future Newsletters. In case you missed it, in October [IT Shared Services shared an update as well as answers to some frequently asked questions](#).

Reminder, if you want to review up to date information on [Transformation systems projects, there is a dashboard on the transformation site that is regularly updated](#).

The CCV Graduate Connection VTSU

Graduates of the Community College of Vermont (CCV) who go on to seek further education are able to use the [VSCS's Direct Admissions](#) pathway, [which guarantees admission into one of VSCS's other institutions](#). With Castleton University, Northern Vermont University, and Vermont Technical College's transformation into Vermont State University, CCV alumni will continue to have this access. CCV's current students will also gain easier access to exploring the ways they can continue their education at a university that shares CCV's commitment to relevant, accessible, and affordable higher education.

Some Recent VSCS Alumni News:

Adrienne Hutchin, Associate's Degree from CCV '19 and Bachelor of Science from NVU '21.

Adrienne, a first-gen student, graduated from CCV *summa cum laude*, received the Alumni Council Outstanding Senior Award, top graduating senior thesis award in Criminal Justice and Global Studies, and top graduating senior award in Criminal Justice and Global Studies. This is the first time in two decades one senior received all four awards. She went on to earn her B.S. from NVU, where she also graduated *summa cum laude*. She is currently a member of the board of directors at Northern Counties Health Center.

Caton Deuso, Associate's Degree from CCV '18 and Bachelor of Arts from CU '20.

Caton graduated from Castleton in the spring of 2020 with concentrations in media studies and journalism. During their time at Castleton, Caton was heavily involved on campus through writing stories for the student-led newspaper, The Spartan, helping with the Campus Activities Board, and fulfilling their job as treasurer of the Congress branch of the Student Government Association. CCV provided Caton with the general education they would have obtained from a four-year education at a better price. They were also able to take classes full-time while also working locally. Caton currently works for NYVTmedia in Granville, NY as the lead reporter and front-page designer for the Whitehall Times and a collaborator on other papers.

For more stories like these, please subscribe to [CCV Now](#).

Vermont State Colleges in the News

[Celebrating CCV's First Generation Students](#) Each year, National First-Generation College Celebration Day recognizes first-generation college students across the country. At CCV, 55% of students are the first in their family to attend college.

[Curtis Fund Established Scholarship Program for Early Childhood Educator Certificates](#) *The Curtis Fund Commitment: A Comprehensive Scholarship for Early Childhood Educators* is a pilot program that will provide scholarships for the full cost of attendance (tuition, fees, housing, food, and transportation) to students who wish to earn a certificate in childcare at the Community College of Vermont (CCV).

[The First-Gen Story of Parwinder Grewal](#) When first-gen students graduate, however, they are in possession of not only a degree, but also a rich experience that makes them uniquely qualified to relate to people of many different backgrounds. Parwinder Grewal, the inaugural president of Vermont State University and a former first-gen student, is an excellent example of this.

[In Randolph, a Young Entrepreneur Steps Back from Business to Teach the Next Generation of Manufacturing Students](#) When Brian Kippen decided to open up a location of his business, KAD Models and Prototypes, in East Randolph, he was excited about his proximity to Vermont Technical College and the Randolph Technical Career Center.

Celebrating CCV's First-Generation Students



Lyssette M.

"I feel like I have a huge responsibility to succeed in this journey; I feel like I am changing my family history. Being first-generation sometimes makes me feel scared and insecure and also confused like I am going somewhere with no guide, and sometimes it feels even harder to find my own way. On the other hand, it's also really exciting because I am challenging myself. The best benefit by the end of this journey is that you get to choose a career that you are passionate about, learn new things, and develop my skills."

Georgette N.

"It is very exciting and impressive to be the first college student in my family. I have had this dream since I was young and I thank God that my dream is fulfilled. My parents are the biggest support for me, and they always encourage me a lot. Since I am the firstborn in the family of six children, my parents and I believe that I am the person who my siblings can emulate. I really can't wait for my graduation."



Sasha L.

"Advice that I would give to another prospective first-gen student would be seek academic support resources early on, find highly motivated students to partner with, embrace who you are, be proactive about financial assistance, get involved, don't overload yourself, take (smart) chances, build a support system, but more importantly, don't ever doubt yourself. Yes, things can be challenging at times but don't give up, especially when you've made it this far."

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 | **CANCELED** | Randolph Campus | Board of Trustees
 - December 12, 2022 | 1:00 p.m. | Zoom | Finance & Facilities
 - December 12, 2022 | 3:00 p.m. | Zoom | Nominating Committee
 - January 9, 2023 | 1:00 p.m. | Zoom | Education, Personnel, & Student Life
 - January 18, 2023 | 10:00 a.m. | Zoom | Diversity, Equity, and Inclusion
 - January 23, 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