



# VSCS Transformation Newsletter #50 (5/15/2023)

***Transformation Update #50 - May, 15, 2023***

Bringing you the latest updates in the Vermont State Colleges System's transformation project<sup>1</sup>.

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<sup>1</sup><https://transformation.vsc.edu/>

## In This Issue

- May celebrations and observances
- Message from the Chancellor
- Transformation Team Updates
- Upcoming Board and Committee Meetings
- Transformation Feedback Form

**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<sup>2</sup>, visit the Transformation website<sup>3</sup>, or the Vermont State University website<sup>4</sup> to learn more.**

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<sup>2</sup><https://transformation.vsc.edu/about-transformation/from-the-chancellor/>

<sup>3</sup><https://transformation.vsc.edu/creating-vermont-state-university/>

<sup>4</sup><https://vermontstate.edu/>

## Celebrations & Observances



May is Asian, Asian-American, Pacific Islander Heritage Month. In recognition, the Vermont Office of Racial Equity and the Vermont Human Rights Commission will be providing this resource highlighting information and stories from these communities<sup>5</sup>.

May is also Jewish American Heritage Month. We were very fortunate at the Diversity, Equity, and Inclusion Committee meeting on Monday, May 8, to have an educational presentation on Anti-Semitism: Why Is It Everyone's Concern? by Cherie Brown, founder and executive director of the National Coalition Building Institute (NCBI). The presentation can be viewed on YouTube<sup>6</sup>.

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<sup>5</sup><https://racialequity.vermont.gov/2023-aapi-observance>

<sup>6</sup><https://youtu.be/I99MGQFK95Q>

## Message From the Chancellor



Congratulations to all those who graduated this past weekend and welcome to the start of summer (even if the temperatures aren't quite there yet). It was so inspirational to see the joy and happiness on so many faces over the weekend, along with the pride of family members and friends, and to hear from student speakers about their hopes and dreams for the future, as well as their reminiscences. I am looking forward to attending CCV's graduation ceremony in early June so best wishes to those students who are working hard to get to the end of the semester. In addition to congratulations, I also want to recognize the faculty and staff whose hard work and support enable students to be successful in reaching the finish line. It truly takes a community.

Although the academic year may have wrapped up for many, there continues to be plenty of ongoing transformation work as set forth below. Accordingly, we will continue to provide updates through the summer.

With best wishes,

Sophie

## Transformation Project Updates



### **Diversity, Equity, Inclusion, and Social Justice Update**

At the May 8, 2023, meeting of the Board of Trustees DEI Committee, Mary Brodsky, Dean of People and Culture for the Community College of Vermont, and Jae Basiliere, Chief Diversity Officer at Vermont State University, each gave an update on the past year of work regarding diversity, equity, and inclusion at their respective institutions. The full updates can be viewed [HERE](#) on YouTube<sup>7</sup>.

### **DEI Activities at CCV During Fiscal Year 2023**

CCV's approach to diversity, equity, and inclusion is grounded in our values of respect, empowerment, and integrity. Over the last year, CCV's work in this area was focused on three priorities: 1) Building Our Cultural Foundation; 2) Providing Student Support and Resources to Promote Inclusivity; and 3) Establishing and Strengthening Community Engagements.

Some of CCV's FY23 notable DEI activities included professional development with staff and faculty, improving our recruitment practices and processes, launching CCV's new webpage for diversity, equity and inclusion<sup>8</sup>, compiling a calendar of dates<sup>9</sup> with historical, interfaith, or cultural significance, expanding our monthly "Chat and Chew" series of drop-in discussions college-wide, establishing a Black,

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<sup>7</sup><https://www.youtube.com/live/lqO2G2h0ceM?feature=share&t=4075>

<sup>8</sup><https://ccv.edu/about/diversity-equity-and-inclusion/>

<sup>9</sup><https://ccv.edu/documents/2023/03/2023-dei-calendar.pdf/>

Indigenous, Persons of Color (BIPOC) student affinity group, and conducting outreach with community leaders and other higher education institutions to promote partnership and share resources.

Last week, CCV celebrated its 20th annual International Food Festival at CCV Winooski Center. This gathering of people from many cultures, all with a CCV connection, was both reaffirming and uplifting for its participants. You can read more about it here<sup>10</sup>.

Over the coming year, CCV plans to continue its newly launched initiatives and also explore: 1) Establishing additional supports for English Language Learner (ELL) students and 2) More ways to address and provide support for gender diversity and LGBTQIA identified persons.

### **The VTSU Office of Diversity, Equity, Inclusion, and Social Justice**

A portion of the update from Dr. Basiliere was a report of how DEISJ has been integrated into Transformation work at Vermont State University. This entailed collaborating with members of the project management team to integrate DEISJ into the templates and documents used to propose change. Dr. Basiliere was very involved with the creation of the Vermont State University Community Values statement<sup>11</sup> and was actively involved in integrating DEISJ into VTSU's strategic priorities.

Also, part of the work has been providing on-demand feedback for transformation teams looking to improve the equity of their projects, policies, and products. One highlight was working with admissions on reviewing their applications and processes. Another has been working with faculty to integrate DEI-focused learning objectives into the general education curriculum. Looking towards the future, the Office of DEISJ collaborated with the Office of Institutional Research to build out a campus climate survey which will be deployed for the first time in Fall 2023.

### **New Student Experience Updates**

The Admissions team had a very successful season of events. Analysis of our data clearly shows that students who visit are far more likely to enroll. If you take all the attendees from our admitted student sessions, 76% plus have chosen to enroll at Vermont State. Thank you all for your efforts to make these events a success. New student numbers are trending behind last year, but we continue to see healthy numbers of new applicants who are serious about attending in the fall. Below is a summary of our campus visits:

- 5 Open Houses
- 11 Admitted Student Sessions
- 15 Saturday Information Session
- 30 School Groups
- Several Virtual Sessions

### **A few other noteworthy updates:**

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<sup>10</sup><https://ccv.edu/ccv-celebrates-20th-international-food-festival/>

<sup>11</sup><https://vermontstate.edu/about-us/vermont-state-university-community-values/>

- Summer is going to be very busy, and there are a lot of upcoming opportunities to visit<sup>12</sup> our campuses.
- The admissions team is working collaboratively with the student success team to launch the VTSU new student onboarding process. Communications will be sent out to all new students in the coming weeks. A reminder that the next steps for new students can be found on our website<sup>13</sup>.
- The financial aid team is successfully sending out financial aid offers to returning students and continues to process new student offers on an ongoing basis. This is another significant VTSU milestone and a huge accomplishment for this team.
- The admissions and registrars' teams are in the final stages of communicating transfer credit evaluations to incoming transfer students. This has been a very challenging project and a true team effort.
- The VTSU microsite<sup>14</sup> continues to evolve and includes more academic program details every day. The team is working incredibly hard on new content, and we appreciate everyone's patience. With the new content, the microsite will continue to serve the needs of VTSU through the launch of the university this Fall. Over the summer, the Marketing Team is continuing to work on the fully expanded VTSU website with additional functionality which will launch in October at the beginning of the 2024 admissions cycle.

## Student Success Updates

All Student Success Teams continue to focus on welcoming the inaugural cohort of new students by providing holistic and integrated support as students move from admitted to enrolled in the coming weeks. Next month's Transformation Update will include more details on the new student experience starting this summer. For now, here are some exciting team announcements and milestones, with an in-depth Aviso update below:

- **Vermont State 101 Online Orientation** is live and features students from multiple campuses. All students will complete it before registering for fall. Check it out here: [Vermont State 101 Staff/Faculty Access](#)<sup>15</sup>
- The **VTSU Team-Based Advising Model** launches this month. Wondering what that means? Check out the link to learn more<sup>16</sup>!
- The Career Services Team is bringing the **Handshake platform** to VTSU students this fall. Implementation has begun. Check out this 1-minute video<sup>17</sup> to learn more.

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<sup>12</sup><https://vermontstate.edu/admission/visit-vermont-state-university/>

<sup>13</sup><https://vermontstate.edu/admission/next-steps/>

<sup>14</sup><https://vermontstate.edu/>

<sup>15</sup><https://orientation.vermontstate.edu/?memberType=Staff>

<sup>16</sup><https://transformation.vsc.edu/wp-content/uploads/2023/05/Team-Based-Advising-Model-FAQ.pdf>

<sup>17</sup><https://www.youtube.com/@HandshakeCareers#:~:text=The platform connects up-and,internships - download our app today!>

- Approximately **900 returning students** from our six residential campuses have completed their housing contract in eRezLife.
- **VTSU Summer Bridge** is offered on three campuses thanks to TRIO Student Support funding and support from the McClure Foundation. Check out this flyer<sup>18</sup> and help spread the word! There are spots for 75 students to get a jumpstart on their first year.

### **AVISO Re-Design**

The AVISO system (now Student Success & Engagement) re-design project has just completed Phase 1 which included a full review of the current use of the platform across all campuses and what critical business processes would be needed for the transformation to VTSU. Seven discovery sessions were conducted with a focus on understanding the current practices and where there are opportunities for improvement as we move into the configuration phase of the project. All areas across VTSU were represented including:

- Student Affairs
- Enrollment Management
- Registrars and Financial Services
- Information Technology
- Academic Affairs
- Student Advising
- Student Services

Phase 2 of the project has begun which will include both systems and data configuration, including an audit of the various data and process elements within the platform (i.e. roles/permissions, tags, reporting, etc.), mapping out items that will need to be tracked and measured, and creating consistent processes across VTSU campuses. Phase 2 is scheduled to last through the end of May. Phase 3 will include creating an ongoing training model across the VTSU campuses. Faculty and staff can look forward to training and more information in Fall 2023.

### **Academic Program Updates**

As we near the completion of the spring semester, students are registering for fall classes in the first VTSU term schedule. Once the semester is complete, the core team will shift its focus to support critical faculty projects. May retreats for the expanded F2F+ pilot and the General Education Connections Seminar 1 course are being planned. Additional summer work includes Gen Ed implementation, developing faculty governance, and continued optimization work on our program array.

The first VTSU undergraduate catalog is close to being published. We are targeting the end of May for the publication date. Thereafter, we will turn to the creation and publication of the graduate catalog, including the development of graduate academic policies, all to be completed by the end of June.

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<sup>18</sup>[https://transformation.vsc.edu/wp-content/uploads/2023/05/Summer-Bridge-Flier\\_VTSU-23.pdf](https://transformation.vsc.edu/wp-content/uploads/2023/05/Summer-Bridge-Flier_VTSU-23.pdf)



## **Workforce Updates from CCV and VTSU**

### **The Corrections Post Secondary Education Initiative at CCV**

The Corrections Postsecondary Education Initiative (CPSEI) is a 3-year federal grant from the US Department of Justice. The program includes two areas of focus: education for Department of Corrections (DOC) staff, and education for Vermonters who are incarcerated. Surveys have been done and are in progress to gauge interest in courses for both populations. The program seeks to strengthen the workforce by increasing DOC staff engagement and investing in educational opportunities for incarcerated Vermonters. CCV launched four classes this summer for DOC staff and will be offering courses in two of Vermont's correctional facilities in the fall. DOC is working to install broadband, and technology is being purchased for use in facilities. Grant staff have been visiting all facilities, presenting opportunities in-person and digitally, meeting with local staff, and visiting partner states to learn best practices for program development.

### **The Office of Workforce, Community & Economic Development at VTSU**

The design phase of the organization structure for the Office of Workforce, Community & Economic Development has been completed. Through strategically designed and highly specialized Centers of Excellence, Workforce, Community, and Economic Development (WCED) connects VTSU to industries, community-based organizations, K-12 systems, and statewide and local economic development engines. This collaborative network also connects VTSU students to innovative workforce development opportunities, while upskilling and reskilling the current workforce in Vermont through demand-driven, cutting-edge education programs. For returning students or working professionals looking to update their skills and knowledge, they can gain access to the most up-to-date learning opportunities here, offered in convenient modalities to fit their busy lifestyles.

The following Centers of Excellence serve the Vermont community and VTSU campus community with an array of learning opportunities that are at the intersection of education, workforce, and community engagement to become an economic development engine for the State of Vermont.

- Center for Agriculture & Food Entrepreneurship
- Center for Workforce & Professional Education (CWPE):
- Center for Schools
- Center for Innovation & Entrepreneurship
- Registered Apprenticeship Programs

### **Other updates from WCED:**

#### **Registered Apprenticeship Program Celebrates graduation at the VTC Randolph campus on Friday, May 12th**

This year's celebration of 80+ apprenticeship graduates included the advanced manufacturing apprenticeship program graduates from the GE Aviation Advanced Machinist/Toolmaker Apprenticeship Program and the GlobalFoundries Maintenance Technician Apprenticeship Program.

#### **New Sustainable Trail Building Education Partnership with Northwoods Stewardship Center**

Northern Vermont University's Center for Professional Studies<sup>19</sup> announces a collaboration with the Northwoods Stewardship Center<sup>20</sup> to offer a hands-on Sustainable Trail Building Certificate<sup>21</sup> program of study at the conservation organization's site in East Charleston, VT. The program will begin on September 10, 2023.

**Forest Coalition Wins \$1-Million NSF Engines Development Award** Northern Vermont University's Forestry Accelerator Program is part of the Forest Coalition that received the Development Award to *Unlock New Forest Product Markets that Depend on Thriving Forests in Northern New England*.

**The Center for Schools** continues to be the go-to place for professional learning for Vermont's teachers, support staff, and administrators in all 14 Vermont counties. We have recently partnered with the Agency of Education to offer professional learning to educators about using benchmark assessment data to define and target instruction that supports student learning. That partnership also includes work with "Demonstrated Success," whose working mantra is "honoring and developing the expertise of teachers and leaders," an excellent philosophical match with our Center. We will be offering a series of school leadership workshops and aligned credited coursework in collaboration with the Vermont Principal's Association. We have recently partnered with two local school districts to support their 2023-2024 professional learning, one in instructional and unit design and the other on math interventions and early literacy acquisition. Finally, registration for the Seventh Annual Early Childhood Educators Institute is open to early childhood teachers, childcare workers, and others wishing to improve the lives of our youngest students from birth through age three.

## Upcoming Board and Committee Meetings

Please find all information, including the full meeting schedule and the links for virtual attendance, here.  
<sup>22</sup>

The Board Chair's Rules for Public Comment are available on the VSC website<sup>23</sup>, as is a form to submit public comment before the meetings<sup>24</sup>.

Monday, May 22nd at 1:00 p.m. – Education, Personnel & Student Life (EPSL) (via Zoom)

Monday, May 22nd at 2:30 p.m. - Finance & Facilities (F&F) (via Zoom)

Monday, June 12th at 1 p.m. – Board of Trustees (in person at NVU-Johnson)

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<sup>19</sup><https://www.northernvermont.edu/academics/non-traditional-students/center-for-professional-studies/>

<sup>20</sup><https://www.northwoodscenter.org/wordpress/>

<sup>21</sup><https://www.northernvermont.edu/academics/non-traditional-students/center-for-professional-studies/sustainable-trail-building/>

<sup>22</sup><https://www.vsc.edu/board-of-trustees/meeting-schedule-materials/>

<sup>23</sup><https://www.vsc.edu/wp-content/uploads/2022/08/VSC-BOT-Rules-for-Public-Comment.pdf>

<sup>24</sup><http://www.vsc.edu/signup>

## Giving Feedback to the Transformation Teams

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.<sup>25</sup>

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<sup>25</sup><https://transformation.vsc.edu/engage/>