



VSCS Transformation Newsletter #52 (7/17/2023)

Transformation Update #52 - July 17, 2023

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 was to launch the new Vermont State University. This new institution is comprised of what was Castleton University, Northern Vermont University, and Vermont Technical College and launched July 1, 2023. The second phase of transformation is focused on functional process optimization and system-wide administrative consolidation, including a 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.

Message From the Chancellor



First, I want to recognize the incredible support of our campus communities, colleagues, and neighbors that employees across the system provided in response to last week's devastating floods. Our campuses provided a valuable place of refuge and we are continuing to host some emergency management and recovery agencies. In particular, I have received messages of thanks from those in the Johnson community, which was particularly hard hit. For employees who are continuing to struggle with the clean-up and recovery from the storms, please reach out to your supervisor or Human Resources if you need assistance.

Second, congratulations to Vermont State University on securing accreditation approval from the New England Commission for Higher Education (NECHE) on June 15, 2023. This was a huge accomplishment and critical to the successful launch of VTSU on July 1, 2023. NECHE's formal letter of approval is [available here](#). NECHE has requested the submission of a progress report by October 30, 2023, and it will be conducting a focused evaluation/site visit in Fall 2024, plus a comprehensive evaluation in Spring 2027.

Third, thank you to all those who came out in support of Vermont State University at the press conference on July 6th at the Statehouse in Montpelier. It was a very hot day, but we had tremendous

support from the Governor's office and key legislative leaders. You can find photographs and press highlights of the event at the links below.

Wishing you all an enjoyable rest of the summer,

Sophie

Highlights of the Vermont State University launch event at the Capitol:

[Photos](#)

[WCAX](#)

[NBC 5](#)

[MyChamplainValley](#)

[Caledonian Record](#)

[Rutland Herald](#)

[WAMC](#)

VTSU Presidential Search Update

Interim President Mike Smith's six-month term is scheduled to conclude at the end of October 2023. Given the short period of time in which to find the next President of Vermont State University and the nonalignment of the search process with the academic year, the Board of Trustees is moving forward with an abbreviated search process to identify and hire an experienced change management leader to serve as interim President for an eighteen to twenty-four month term. During this interim period, the Board will then conduct a full traditional academic search and hiring process to identify the next President of Vermont State University.

The Board has created an Ad Hoc Search Committee composed of five trustees to lead the search for the next interim President of Vermont State University. The Search Committee members are Trustees Bombardier, Dickinson, Durfee, Luneau and Tester. Other trustees are encouraged to participate in the meetings. The meetings are scheduled to be held every other Thursday at 8:30 a.m., with the exception of this week when, due to scheduling challenges, the Search Committee will meet at 2:00 p.m. on Wednesday, July 19th. The next meetings are scheduled for 8:30 a.m. on August 3rd, August 17th, and August 31st. The Search Committee's goal is for the hiring decision to be made at the Board's retreat on September 18-19, 2023.

Information about the Search Committee (agendas, minutes, meeting materials) is available at <https://www.vsc.edu/board-of-trustees/meeting-materials/> (scroll to the bottom of the screen for the link to the Ad Hoc Search Committee). The meetings are open to the public although discussions about potential candidates occur in executive session. Although this is a search for an interim President, we continue to explore ways to include stakeholder participation in the process.

Updates on VTSU Leadership



Vermont State University has had a number of changes and updates to its leadership. Here is an update that was provided to the VTSU community.

Dean of Students – Jamia Danzy

Please welcome Jamia Danzy as the inaugural Dean of Students at Vermont State University. Jamia recently earned a Doctor of Education in Higher Education from the University of West Georgia, and also has a Master of Education in Higher Education from SUNY Buffalo. She brings a breadth and depth of expertise and over eighteen years of experience working throughout all areas of student affairs. Jamia's first day is July 10 when she will attend Vermont State Summer Days on the Randolph campus. Her primary campus is Johnson.

Dean of Arts and Communication and Dean of Education, Psychology, and Social Sciences – David Kupferman

David Kupferman was formerly a full-time faculty member in Education at Minnesota State University Moorhead (2018-2023), a full-time faculty member in Education at the University of Hawaii-West Oahu (2013-2017), and an instructor at the College of the Marshall Islands (2004-2013). He also served as Dean of Academic Affairs from 2005-2009 at the College of the Marshall Islands. He has a Ph.D. in

Education from the University of Hawaii at Manoa and is currently completing his M.B.A. from Boston University. His home campus is Johnson.

Supporting David will be the following:

Assistant to the Dean – Katharine Spaulding (Castleton)

Assistant to the Faculty – Vicky Sanborn — Education, Psychology, and Social Sciences (Johnson)

Assistant to the Faculty – Pamela Alexander — Arts and Communication (Castleton)

Dean of Business and Professional Studies Cathy Kozlik

Cathy Kozlik has been employed at Castleton since 2004, starting as a part-time instructor, and then serving in successive roles as a full-time faculty member in Business Administration and as Associate Academic Dean, Academic Dean, Dean of the College of Business, Chief Academic Officer, and Campus Executive Director. She holds an M.B.A. from Champlain College. Her home campus is Castleton.

Supporting Cathy will be Assistant to the Dean and to the Faculty – Deborah Danforth (Castleton)

Dean of Graduate Programs David McGough

David McGough has been employed at Johnson since 2009, starting as an Associate Professor in the Education Department. His most recent roles include teaching for the Graduate Education program, serving as Head of School of Cultural and Human Studies, Director of the NVU Graduate Division, Program Director for the Master of Arts Foundations of Education Program, Coordinator for the Master of Education Program, Chair of the Interdisciplinary Graduate Program, and Program Director for the Master of Arts Leadership Studies Program. He holds a Ph.D. in Educational Policy and Administration from the University of Minnesota. His home campus is Johnson.

A coordinator for the Office of Graduate Studies has yet to be named.

Dean of Nursing and Health Sciences Sarah Billings-Berg

Sarah Billings-Berg has been employed at Vermont Technical College in the nursing program since 2014. She has served as the Nursing Regional Site Director, Associate Dean of Nursing Education Programs, and as the Health Services Coordinator. Her oversight includes multi-site, statewide nursing programs. She holds a Doctorate of Nursing Practice from Touro University Nevada School of Nursing. Her home campus is Randolph.

Supporting Sarah will be the following:

Assistant to the Dean – Cathi Brody (Randolph)

Assistant to the Faculty – Renate Callahan (Johnson)

Assistant to the Faculty – Kelley Szabo (Castleton)

Dean of Science, Technology, Engineering, and Mathematics (STEM) Leslie Kanat

Les Kanat was a Professor of Geology at Johnson State College and then Northern Vermont University from 1989 to 2020, serving as a Department Chair and in numerous leadership roles such as on

Johnson's Faculty Assembly and Faculty Senate. He retired from his faculty role in May 2020, and then returned in the fall of 2021 as Interim Academic Dean for Northern Vermont University, a position he has held for the past two years. He holds a Ph.D. in Major Earth Science from The University of Cambridge (England). His home campus is Johnson.

Supporting Les will be the following:

Assistant to the Dean – Anne Black Cone (Randolph)

Senior Assistant to the Faculty – Sandra Noyes (Johnson)

Transformation Project Updates



New Student Experience Updates

Planning for the Spring and Fall 2024 recruitment cycle is underway. The team is reflecting on the past year to see what worked well and where there are gaps with opportunities to improve going forward. As transformation continues, we are entering a cycle of continuous improvement. A draft of a strategic enrollment and marketing plan is in the final stages of review and we are excited to share it very soon. Special consideration is being made to strategically engage with all the student populations served by Vermont State University across multiple platforms including an enhanced academic program digital marketing campaign. Summer is one of the busiest times of the year in enrollment services and we are excited to launch into the future.

Student Success Updates

All Student Success staff are focused on ramping up for the fall semester and being ready to serve all VTSU students. Many staff are adjusting to different roles, working with new colleagues, and, most impactfully, implementing new processes that are often dependent on new forms, software, reports, or queries. We are navigating a lot that is “new!” I want to commend all team members for their patience, perseverance, and flexibility as we work through a number of glitches, surprises, and challenges. The collaboration and focus on “student first” are admirable as you employ solutions-based approaches and get results. Thank you, Student Success teams!

Recent highlights include:

- Over 1,000 new students have completed Vermont State 101, our online orientation program. If you missed it previously, [complete Vermont State 101](#) interactively just like a student via this faculty/staff link.
- Over 650 or 63% of eligible students are either fully registered or registered for their major courses. One-on-one meetings to confirm and adjust schedules with Student Success Advisors are occurring daily.
- Over 400 students and guests are registered to attend a Vermont State Summer Days events.
- The [Vermont State University Handbook](#) is available on the Vermont State portal.
- New parking permits are available for students, faculty, and staff on the Vermont State portal under Quick Links.
- Many additional student links are ‘live’ on the Vermont State portal, with more added every week.
- Vermont State’s inaugural Dean of Students, Jamia Danzy, began work on July 10 and will be visiting all campuses in the coming weeks to meet with students and staff.

Academic Program Updates

We are pleased to announce that the Graduate Catalog has been completed with new program and policy information ([Link – choose Graduate Catalog from the drop down at the top](#)). A big thank you to all of the faculty and staff who brought this project to fruition.

We have faculty and staff working on a number of critical projects this summer. One of those that we are getting ready to kick off shortly is a project we are calling Optimization 2.0. Last December, faculty completed their significant optimization work that culminated in a single program array, which became our first [undergraduate and graduate catalogs](#) for VTSU. This was a huge milestone for our new institution. With that work complete, we are now looking forward as part of Optimization 2.0 to making further refinements to our programs to better align them with the university mission, build in further differentiation, and ensure that they can meet sustainability targets. More information on this initiative will be provided next month after it gets kicked off with faculty and staff.

Administrative Operations

We have some exciting updates from Finance and Operations. The new general ledger account numbers have been launched for Vermont State University and VSCS Shared Services. The new account numbers

reflect the revised structure of the organization and are the culmination of more than eighteen months of work. The initial budget for Vermont State University using these new numbers will be loaded this week. Revisions to the p-card processing system, Works, and WB Mason, to reflect the new general ledger numbers will be finalized within the next two weeks. With the launch of the new account structure, budget reports will now be available using self-service. If you are a budget manager, stay tuned for information regarding training on the new process.

Additionally, the Employee Services and Financial Ops teams are continuing to identify and prioritize the projects that will be part of the next phase of Transformation that is kicking off this summer, and Alumni and Development is beginning intensive work with their vendor Blackbaud to merge alumni databases.

Facilities is continuing to move forward on the Campus Master Planning work, and IT is wrapping up a number of systems projects and getting ready to launch others. Updates from the Master Planning initiative and IT Shared Services are provided later in this newsletter.

VTSU Facilities Master Planning Update



On June 22nd VTSU kicked off the first of the Campus Master Plan Working Group sessions. This working group will be the primary participants in the development of the master plan along with our partners DumontJanks <http://dumontjanks.com/>. The work will consist of helping us acquire, interpret and formulate various data points, gather information, test ideas, evaluate various solutions, provide recommendations, and assist in keeping the working group's members' professional and campus peers

informed about the work of the group. The first meeting went very well, and the participants shared their passionate commitment to finding a sustainable path forward for the challenging work ahead. The materials covered in the Kick-off session can be found [HERE](#). This group will meet once per month with their work concluding in the Spring of 2024.

The various representative that are providing service to this committee are as follows:

Dave Rubin, VTSU Campus Operations

Jacob Rogenski, Admissions, Randolph

Chris Reilly, Faculty, Randolph

Sarah Billings-Berg, Dean

Jean-Marie Clark, ED and Dean, Williston

Chris Boettcher, Faculty, Castleton

Gayle Malinowski, IT Shared Services

Les Kanat, Dean

Isaac Eddy, Faculty, Johnson

Greg Ledoux, Faculty, Lyndon

Charlie Bombard, IT Shared Services

Aurora Hurd, VTSU Office of DEISJ

Michael Stevens, VSC Transformation

John Kidder, Faculty, Randolph

Joseph Zeitler, Admissions, Castleton

Maurice Ouimet, Admissions/Financial Aid

Sarah Kinerson, Student Success, Johnson

Terry Dwyer, Facilities, Lyndon

Gerry Volpe, Student Success, Castleton

Mike Robilotto, Student Affairs/Residence Life

Tim Barrett, Athletics, Castleton

Travis Allen, Facilities, Randolph

Denise Rhodes, Student Support, Castleton

Jayshree Bhat, Workforce

Rob Schulze, Faculty, Johnson

IT Shared Services Update



The Shared Services Information Technology staff would like to highlight our new [VSC IT website](#). It is still a work in progress, and we will be adding more content about our current projects, Service Level Agreements, and more. The [IT Knowledge Base](#) is a repository of help articles for students, faculty, and staff on everything from how to connect to the wifi, account login questions, how to use our various learning and business tools, and more. IT staff are still available by putting in a [HelpDesk ticket](#) or by phone, but the knowledge base offers 24x7 help for our most common questions.

https://support.vsc.edu

VERMONT STATE COLLEGES SYSTEM

CU CCV NWU VTC VSC

Search this website

IT KNOWLEDGE BASE IT SHARED SERVICES GET HELP

VSC IT Knowledge Base

Welcome to the VSC IT Knowledge Base! Here you will find support articles, including instructions on managing your accounts, accessing software, and more. These articles are for all members of the Vermont State Colleges. You can find links to the individual colleges support pages in the footer, if needed.

Accounts & Passwords	Business Tools & Services	Communications
Account Access for Former Students and Employees	Aviso	Campus Phones
Account Lockouts	Billing: Adding Authorized Users	Microsoft Teams
Account Login FAQ	Bookstore FAQ	Status Page for VSC Services
Activating your VSC Account	Helpdesk	Zoom
Change or Reset Your Password	Name and Pronoun Information	
Multi-Factor Authentication	Office 365	
Password Expiration Details	Perceptive Content / Image Now	
Student Resources	Printing Emails	
Trouble Logging in?	Self Service	
	Taking Screenshots	
	IT VSC / Human Resources	

Upcoming Board and Committee Meetings

[Please find all information, including the full meeting schedule and the links for virtual attendance, here.](#)

[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](#).

Monday, August 14th – Education, Personnel & Student Life (EPSL) (via Zoom) - Time TBD

Monday, August 14th – Board of Trustees (via Zoom) - Time TBD

Monday, August 21st – Board of Trustees - Time 9:00am, location TBD

Monday, August 21st – Finance & Facilities - 1:00pm, location TBD

Monday, September 18 & Tuesday, September 19 – Board Retreat at Lake Morey (in person)

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](#).