

# Transformation Update

Board of Trustees – October 25, 2021

# Summary of Progress

- Completing Discovery Stage for Student Experience and Academic Operations
- Discovery Stage for Administrative Operations continues through December
- Workforce Development Team Kickoff completed, moving into Discovery
- Several key deliverables needed for design and development are on track
  - Mission and Vision for the Vermont State University to be approved today
  - Program Array work progressing toward governance approval process
  - Naming and Branding initiative for VSU continuing to move ahead



# Update on Risks and Dependencies

- Accelerating the submission of Substantive Change proposal to NECHE
- Continuing capacity concerns for faculty governance approval of programs, policies, and other shared governance priorities
- Need to add additional technical expertise and capacity to areas where our staffing and resources are thin (e.g. Learning and Enterprise systems)
  - Backfill and support for key functional departments as we ramp up design work
  - Process alignment and system configuration and programming

# Academic Operations

## Accomplishments

- Discovery Stage nearing completion
- Integrating DEI into Discovery with NERCHE framework
- Sub-team discovery focusing on student success, access, best practices

## Priorities Looking Ahead

- Finalizing Design Principles for Discovery Gate
- Evaluation of array for cost and mission
- Professional development regarding modalities and DEI priorities
- Defining Gen Ed for VSU

## Issues and Dependencies

- Capacity of governance structures and processes to evaluate programs and policies
- Complexity of merging and supporting scheduling across programs and institutions
- Scope of development needed in systems and technologies (delivery modalities)

# Student Experience

## Accomplishments

- Discovery Stage nearing completion
- Integrating DEI into Discovery with NERCHE framework
- Brand pillar development work continues

## Priorities Looking Ahead

- Finalizing design principles for Discovery Gate
- Aligning functional resources in preparation for Design Stage
- Launch of Vermont State University micro site

## Issues and Dependencies

- Significant systems dependencies across teams and capacity needed for Design Stage.

# Administrative Operations

## Accomplishments

- Kicked off Core Team and established objectives and deliverables
- Sub-teams have convened and are drafting charters

## Priorities Looking Ahead

- Identifying key dependencies that cross processes and teams
- Evaluating system needs across the transformation teams as they go through Discovery

## Issues and Dependencies

- Need additional people and resources in targeted areas to ensure the capacity to support Discovery and Design stages across the Transformation initiatives
- Significant time and system dependencies exist with the other Transformation teams

# Workforce Development

## Accomplishments

- Kicked off Core Team and established objectives and deliverables
- Beginning Discovery Stage

## Priorities Looking Ahead

- Establishing high-level timeline for Stages
- Prioritizing objectives and deliverables
- Identifying key dependencies that cross other processes and teams
- Evaluating system needs across the transformation teams as they move into Design

## Issues and Dependencies

- Need to align key processes and systems with other Transformation teams
- Recognition of the important role Workforce plays in overall Mission of VSC and VSU/CCV.

AY2021-22

AY2022-23

AY2023-24

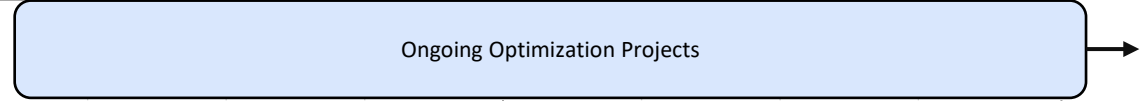
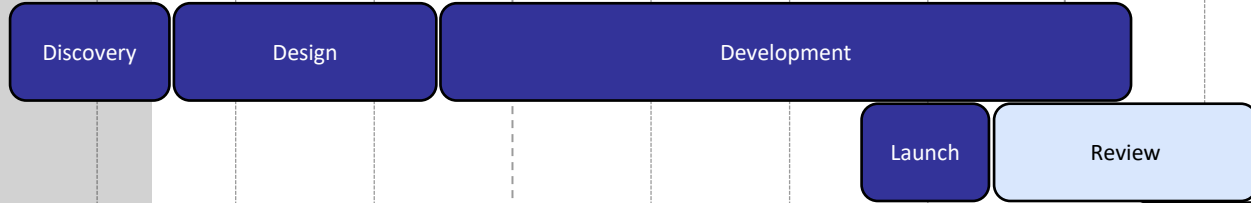
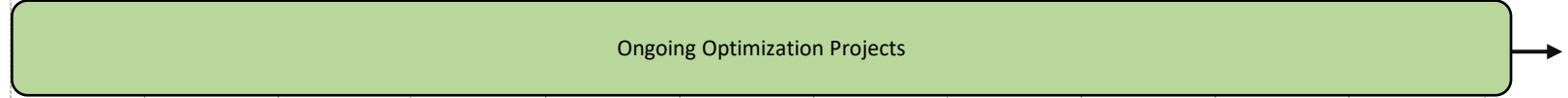
AY2024-25

▼ Approve Name of NCE

▼ Students Start at New Combined Entity

NECHE Substantive Change  
▼  
▼ Program Array Approved

Preliminary Strategic Financial Plan  
▼  
▼ Facilities Master Plan  
▼ FY'23 Budget Approval





# Questions and Considerations

- Are there specific elements of Transformation the Board would like more detail in future updates?
- Resource and timing tradeoffs – faster progress to cutting costs vs. foundation for the future?
- Do we need an additional discussion about priorities for the Accountability Dashboard, or should we move ahead as proposed?