


MEMORANDUM

TO: VSCS Board of Trustees

FROM: Sophie Zdatny, Chancellor 

DATE: October 28, 2022

SUBJECT: Board of Trustees' Meeting on Monday, October 31, 2022

Trustees:

Materials are now available for the Board meeting scheduled for **1:00 p.m. on Monday, October 31st**. The meeting will take place via Zoom and will be livestreamed on YouTube. The public will have the opportunity to provide comments.

Following approval of the minutes from the Board's September retreat, the Board will receive reports from the recent meetings of: (1) the Audit and Risk Management Committee; (2) the Finance and Facilities Committee; (3) the Education, Personnel and Student Life Committee; and (4) the Diversity, Equity, and Inclusion Committee. The Board will be asked to vote on several recommendations from the committees.

Northern Vermont University is seeking approval from the Board to award an honorary degree to Claire Diane Duke at its December commencement. This request did not come through the EPSL Committee but is being presented directly to the Board, given the timing.

The Presidents will each provide a report to the Board, followed by a Government Affairs update regarding the Vermont State Colleges' request for state funding for FY 2024.

The Board will go into executive session, and it is anticipated that action will be taken upon existing the executive session.

The meeting will adjourn, after consideration of any additional business.

Cc: Council of Presidents
Academic Deans
Business Affairs Council
Student Affairs Council

Vermont State Colleges Board of Trustees Meeting
Zoom Meeting/YouTube Stream
Monday, October 31, 2022 at 1:00 p.m.

AGENDA

1. Call to order
2. Comments from the public - sign up here: www.vsc.edu/signup
3. Approval of Minutes
 - a. September 20 and September 21, 2022 Board Meeting and Retreat
4. Report from Audit and Risk Management Committee
 - a. Motion/vote to approve Resolution 2022-016, Acceptance of FY2022 Audited Financial Statements and Single Audit Report
5. Report from Finance and Facilities Committee
 - a. Motion/vote to approve William Fosbrook Aviation Scholarship (Vermont Tech) and Ian Muller Memorial Endowment (NVU-Lyndon)
 - b. Motion/vote to approve Community College of Vermont and Vermont Tech's requests to carry forward funds
6. Report from Education, Personnel and Student Life Committee
7. Report from Diversity, Equity, and Inclusion Committee
8. Motion/vote to approve request to award an honorary degree at Northern Vermont University
9. Presidents' Reports
10. Government Affairs Update
11. Executive Session
12. Additional Business
13. Adjourn

Next Board meeting to be held in person at the Vermont
Tech-Randolph Campus on Monday, **December 5, 2022.**

MEETING MATERIALS

- Item 1: Meeting Minutes
 - a) September 20, 2022
 - b) September 21, 2022
- Item 2: Resolution 2022-016, Acceptance of FY2022 Audited Financial Statements and Single Audit Report
- Item 3: Finance & Facilities Endowments
 - a) William Fosbrook Aviation Scholarship (Vermont Tech)
 - b) Ian Muller Memorial Endowment (NVU-Lyndon)
- Item 4: Carry forward requests
 - a) Community College of Vermont request
 - b) Vermont Tech request
- Item 5: Claire Duke Honorary Degree Request Materials

ITEM 1:

Meeting minutes

September 20, 2022

September 21, 2022

Minutes of the VSCS Board of Trustees Meeting held Tuesday, September 20, 2022, at 9:00 a.m. at Lake Morey Resort, VT – UNAPPROVED

Note: These are unapproved minutes, subject to amendment and/or approval at the subsequent meeting.

The Vermont State Colleges Board of Trustees met on Tuesday, September 20, 2022, at Lake Morey, VT

Board members present: Lynn Dickinson, Megan Cluver (Vice Chair), David Durfee, Shirley Jefferson, Bill Lippert, Karen Luneau, Jim Masland, Mary Moran (10:14 a.m.), Perry Ragouzis, David Silverman, Shawn Tester, Sue Zeller

Absent: Janette Bombardier, Adam Grinold

Presidents: Parwinder Grewal, Joyce Judy

Chancellor's Office Staff: Kellie Campbell, Chief Information Officer
 Wilson Garland, Director, Transformation Projects
 Kathrine Levasseur, Director of External and Government Affairs
 Pat Moulton, Executive Director, Workforce Development
 Jen Porrier, Administrative Director
 Sarah Potter, Chief Human Resources Officer
 Kathryn Santiago, Associate General Counsel
 Sharron Scott, Chief Financial/Operations Officer
 Mike Stevens, Manager of Transformation Projects & Planning
 Toby Stewart, System Controller
 Littleton Tyler, Lead Financial Analyst
 Patty Turley, General Counsel
 Meg Walz, Director, Project Management
 Sophie Zdatny, Chancellor
 Yasmine Ziesler, Chief Academic Officer

From the Colleges: Nolan Atkins, Vice President of Academic Affairs, Northern Vermont University
 Jae Basiliere, Chief Diversity Officer, Northern Vermont University
 Kelley Beckwith, Vice President of Student Success, Castleton University
 Laura Jakubowski, Assistant Vice President of Finance, Castleton University
 Maurice Ouimet, Vice President of Admissions, Castleton University
 Rick Reardon, Director of Education, Castleton University

Danielle Spring, Chief Budget & Finance Officer, Northern Vermont University
Tiffany Walker, Associate Dean, Workforce Education, Community College of Vermont
Beth Walsh, President, VSCUP, Northern Vermont University

From the Public: Jim Page, Former Chancellor, University of Maine System

1. Chair Dickinson called the meeting to order at 9:10 a.m.
2. Finance Review

Chancellor Zdatny introduced the first session on VSC finances, explaining that Chief Financial and Operating Officer Sharron Scott will cover a number of substantive items. These topics included the Accountability Matrix, various potential “what if” scenarios, and Vermont State University’s tuition for 2023-2024. The slides are available [here](#).

CFOO Scott presented the accountability matrix with updated metrics on the Vermont State Colleges’ performance. CFOO Scott then presented the “what if” section of the finance presentation. Trustee Silverman requested further conversation at the Finance & Facilities meeting scheduled for October to allow greater exploration of the materials.

Vermont State University President Parwinder Grewal sought input from the Board regarding proposed tuition models for the new university for the 2023-2024 academic year. Thorough and robust discussion of potential options ensued, with additional discussion deferred to the afternoon.

3. Workforce Development

Executive Director of Workforce Development Pat Moulton shared a presentation on Workforce Development Vision, that can be found [here](#). This presentation focused on the five-year vision for workforce – what workforce development will look like in 2028, proposed metrics, current challenges to the vision, and the ways in which the VSC can address those challenges. The Board offered constructive feedback to Ms. Moulton that will be used to further the development of the program.

4. Finance Review (continued)

President Grewal and CFOO Scott continued the conversation surrounding the tuition proposal for Vermont State University for 2023-2024. The Board landed on a possible model and requested financial analysis and a final recommendation for consideration at the September 21, 2022 Board meeting.

5. Transformation Update

Director of Transformation Projects Wilson Garland shared an update on the progress of transformation, a copy of which can be found [here](#). Mr. Garland, with the input of Chief Academic Officer Yasmine Ziesler, VP of Admissions and Enrollment Maurice Ouimet, VP of Academic Affairs Nolan Atkins, Ms. Moulton, Chief Information Officer Kellie Campbell, and

VP of Student Success Kelley Beckwith, reviewed their respective areas of the ongoing transformation work. Information was provided on the risks and dependencies, as well as highlighted key projects, such as the ongoing systems work, the vision for a student success organization, and an update on shared services.

6. Facilities

Manager of Transformation Projects and Planning, Mike Stevens, gave a facilities update and that presentation can be found [here](#) on pages 21-26.

7. Executive session

At 3:32 p.m. Trustee Cluver moved that the VSCS Board of Trustees enter executive session pursuant to 1 V.S.A. § 313(a)(3) to discuss the appointment and employment of public officers. Along with the members of the Board present at the meeting, the Board invited James Page to attend the executive session. Trustee Moran seconded the motion and it was approved unanimously. The Chancellor was invited to join the executive session at approximately 5:30 p.m.

The Board exited executive session at 5:45 p.m. and took no action.

Chair Dickinson recessed the meeting at 5:45 p.m. until 9:30 a.m. on Wednesday September 21, 2022.

Minutes of the VSCS Board of Trustees Meeting held Wednesday, September 21, 2022, at 9:30 a.m. at Lake Morey Resort, VT – UNAPPROVED

Note: These are unapproved minutes, subject to amendment and/or approval at the subsequent meeting.

The Vermont State Colleges Board of Trustees met on Wednesday, September 21, 2022, at Lake Morey, VT.

Board members present: Lynn Dickinson, Megan Cluver (Vice Chair), David Durfee, Bill Lippert, Karen Luneau, Jim Masland, Mary Moran, Perry Ragouzis, Sue Zeller

Absent: Janette Bombardier, Adam Grinold, Shirley Jefferson, David Silverman, Shawn Tester

Presidents: Parwinder Grewal, Joyce Judy

Chancellor's Office Staff: Kellie Campbell, Chief Information Officer
Wilson Garland, Director, Transformation Projects
Kathrine Levasseur, Director of External and Government Affairs
Pat Moulton, Executive Director, Workforce Development
Jen Porrier, Administrative Director
Sarah Potter, Chief Human Resources Officer
Kathryn Santiago, Associate General Counsel
Sharron Scott, Chief Financial/Operations Officer
Toby Stewart, Controller
Littleton Tyler, Lead Financial Analyst
Patty Turley, General Counsel
Sophie Zdatny, Chancellor
Yasmine Ziesler, Chief Academic Officer

From the Colleges: Nolan Atkins, Vice President of Academic Affairs, Northern Vermont University
Jae Basiliere, Chief Diversity Officer, Northern Vermont University
Maurice Ouimet, Vice President of Admissions, Castleton University
Sylvia Plumb, Director of Marketing & Communications, Northern Vermont University
Beth Walsh, President, VSCUP, Northern Vermont University

From the Public: Jim Page, Former Chancellor, University of Maine System

1. Chair Dickinson called the meeting to order at 9:36 a.m.
2. Public Comment

Beth Walsh inquired whether the potential reduction of personnel discussed as part of the “what if” scenarios at the September 20, 2022 meeting would apply to currently open positions, as well as the current total personnel. Chief Financial and Operating Officer Sharron Scott replied that this would include vacant and filled positions. Ms. Walsh expressed gratitude for the tuition discussion and the number of options that were discussed. She expressed her approval of the rejection of a proposal that would have reduced tuition only for students entering the new university in the fall of 2023. Ms. Walsh’s final comment was that she loved hearing career development and career readiness being highlighted as part of the student success transformation work and that she and her colleagues would love to take career services from being transactional to transformational.

3. Approval of August 3, 2022 Meeting Minutes

Trustee Moran moved and Trustee Ragouzis seconded the motion to approve the minutes of August 3, 2022. The motion was approved unanimously.

4. Report of Finance and Facilities Committee
 - a. Motion/vote on CCV Correctional Post-Secondary Education Initiative
 - b. Motion/Vote on Life Insurance Transfer Policy
 - c. Motion/Vote on Tuition for Vermont State University

Community College of Vermont President Joyce Judy shared that CCV has received a \$4.5M grant from the US Department of Justice for its Correctional Post-Secondary Initiative. This grant expands access to post-secondary education to persons incarcerated in any of Vermont’s six correctional facilities, as well as offering access to college programs for Vermont Department of Corrections personnel.

Trustee Lippert moved and Trustee Moran seconded the motion to approve receipt of the congressionally directed spending to support educational opportunities for incarcerated Vermonters and corrections officers at the Community College of Vermont. The motion was approved unanimously.

CFOO Scott Sharron explained that Northern Vermont University is seeking permission to transfer ownership of a life insurance policy to the University of Vermont Foundation. Further information can be found [here](#) on page 21.

Trustee Zeller moved and Trustee Moran seconded the motion to approve the transfer of the ownership of Genworth Policy 8,287,111 to the University of Vermont Foundation, as requested by Barbara Fiddler. The motion was approved unanimously.

Vermont State University Parwinder provided a revised presentation on Vermont State University’s tuition proposal for 2023-2024. Slides for this discussion can be found [here](#).

Trustee Ragouzis moved and Trustee Moran seconded the motion to approve Resolution 2022-015, Approval of Vermont State University Tuition and Fees for AY 2023-2024. The motion was approved unanimously.

5. Report of Education, Personnel and Student Life Committee

Trustee Cluver shared an update from the EPSL Committee that included highlighting the five priorities the Committee will focus on in the coming year. These priorities include: (1) monitoring VTSU program array work; (2) incorporating student, faculty, and staff perspectives on EPSL work; (3) revising academic policies to align with the new configuration of the system; (4) understanding the student experience at CCV and VTSU and how that will unfold in the transformation plans; and (5) focusing on talent management in the system beginning with retention practices, key gaps, salaries, compensation, hybrid work, and diversity, equity, and inclusion.

6. Reports from the Presidents

Community College of Vermont President Joyce Judy gave an update and highlight of CCV's Strategic Plan accomplishments. CCV has seen increases in enrollment each semester in the last two years. Maintaining this increase has been significant. CCV is not seeing a strong interest from students in returning to in person classes. Eighty percent of CCV's classes are remote and twenty percent are in person. CCV is now offering four different options of online and remote courses to accommodate all types of student learners. CCV is also seeing a significantly increased interest in Early College enrollment. President Judy went on to share that CCV's strategic plan is based on a guided pathways model and involves implementing and using technology like Aviso and Slate to facilitate proactive communication with students. CVV has also moved from an advising model to a coaching model, effectively putting the student in charge.

President Grewal shared that he has engaged in listening sessions on each of the campuses to learn of the issues needing focus immediately and identifying the need for targeted campus forums to pinpoint unique features of each campus for marketing and success. President Grewal has been building his leadership team and he introduced those who were present in the room. Together, the team has developed four strategic priorities:

1. Build a vibrant and sustainable university.
2. Provide access to innovative academic programs.
3. Build an innovative student success model.
4. Build mechanisms for establishing VTSU as an engine for workforce, economic and community development in the state.

7. Discussion of Trustees' Fiduciary Duty and Avoidance of Conflicts of Interest

General Counsel Patty Turley reminded the trustees that she and Associate General Counsel Kathryn Santiago are always available to answer any questions. The Board's membership with the Association of Governing Boards is also a valuable source of information and reference.

8. Executive Session

At 11:26 a.m. Trustee Cluver moved that the Board of Trustees enter executive session, pursuant to 1 V.S.A. § 313(a)(1)(B) to consider labor relations agreements with employees, 1 V.S.A. § 313(a)(1)(E) to consider pending or probable civil litigation; and 1 V.S.A. § 313(a)(1)(F) to consider confidential attorney-client communications, because premature

general public knowledge would clearly place the public body involved at a substantial disadvantage. Along with the members of the Board present at the meeting, in its discretion, the Board invited the Chancellor, the Chief Financial and Operating Officer, and the General Counsel to attend the executive session. Trustee Moran seconded the motion and it was approved unanimously.

The Board exited executive session at 12:29 p.m.

Trustee Moran moved and Trustee Zeller seconded the motion to approve the collective bargaining agreements as negotiated with the Vermont State Colleges' United Professionals and the Vermont State Colleges' Staff Federation. The motion was approved unanimously.

9. Additional Business

There was no additional business

Chair Dickinson adjourned the meeting at 12:30 p.m.

UNAPPROVED

ITEM 2:

**Resolution 2022-016, Acceptance of FY2022 Audited Financial
Statements and Single Audit Report**

VERMONT STATE COLLEGES SYSTEM
BOARD OF TRUSTEES
RESOLUTION 2022-016

Acceptance of the FY2022 Audited Financial Statements and Single Audit Report

WHEREAS, The Vermont State Colleges has contracted with O’Connor & Drew to perform its FY2022 financial statements and single audit, and the auditors have delivered the final draft documents; and

WHEREAS, The Board’s Audit and Risk Management Committee has reviewed these materials and recommended that the Board accept them; therefore; and

RESOLVED, That the Board of Trustees of the Vermont State Colleges hereby accepts the FY2022 Financial Statements and Single Audit Report by O’Connor & Drew.

Approved: _____, 2022

Lynn Dickinson, Chair of the Board of Trustees

ITEM 3:

- a) William Fosbrook Aviation Scholarship (Vermont Tech)
- b) Ian Muller Memorial Endowment (NVU-Lyndon)



Office of the President
PO Box 500
Randolph Center, Vermont 05061

Tel: 802 728 1252
Email: president@vtc.edu

October 13, 2022

Sophie Zdatny, Chancellor
Vermont State Colleges System
PO Box 7
Montpelier, VT 05601

Dear Chancellor Zdatny,

I am pleased to provide you the New Funding Source Document required for establishing an endowment in the amount of \$22,437.31 to be titled the William Fosbrook Aviation Scholarship Endowment.

The endowment was funded with a personal check from William Fosbrook Estate and George W. Gedney Executor, totaling \$47,437.31. The check was mailed July 30th 2020 to the Vermont Technical College, Attention: Curtis Ostler, Associate Dean of Resource Development, P.O. Box 500, Randolph Center, VT 05061. Please note, that while we have already accepted the donation back in 2020, the endowment process was delayed due to the endowment charter being created with George Gedney and the transition from Curtis Ostler to now, Kelly Boulan, the Development and Alumni Relations Specialist. This request is to take \$22,437.31 to endow; and the remaining portion of \$20,000.00 is to be used for the expendable William Fosbrook Aviation Scholarship to award students while the endowment accrues interest.

I request that the Vermont State College's Board of Trustees accept the gift and approve the establishment of the William Fosbrook Aviation Scholarship Endowment.

Sincerely,

A handwritten signature in black ink that reads "Parwinder Grewal".

Parwinder Grewal, Ph.D.
President

- NEW FUNDING SOURCE DOCUMENT -
Vermont Technical College
(College Name)

Submit to Chancellor's Office for all activities based upon a new funding source.
Place copy in front of any applicable master file.

1) Name of grant, endowment, or other activity: (type in all CAPs)

2) Granting Agency/donor/other funding source: (attach supporting documentation)

3) Purpose of Endowment: (attach supporting documentation)

4a) <u>Proper Account Fund:</u> <input type="checkbox"/> Regular Endowment <input type="checkbox"/> Term Endowment	4b) <u>Why this fund selected?</u>
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5) General Ledger account #: (as proposed or assigned)


6) Date Endowment Reach Endowment Status:

7) Reporting requirements: (format/to whom/frequency/other)

8) Funding Amount:
\$ _____ One-time - Or - _____ Ongoing funding (indicate time frame:)

9a) Is principal use allowed: (w/Board OK?) 9b) If yes, is replenishment of principal allowed or required?

10) If investment proceeds generated, indicate intended disposition:
 Per Board Approved Spending Procedure
 Fully expend for program as prescribed
 Increase principal for inflation and expend remainder

11) <u>President:</u> 	12) <u>Date to Ch's Office:</u>	13) <u>Date Board approved:</u>
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October 14, 2022

Sophie Zdatny, Chancellor
Vermont State Colleges System
PO Box 7
Montpelier, VT 05601

Dear Chancellor Zdatny,

I am pleased to provide you the New Funding Source Document required for establishing an endowment in the amount of \$20,000 to be titled, *The Ian Muller Memorial Endowment*.

Ian Muller, a Danville, Vt., native, attended Lyndon State College prior to enlisting in the Marine Corps. An avid bodybuilder, athlete, and ski instructor at Burke Mountain, Muller was killed during combat operations in Helmand Province, Afghanistan, in March 2011.

The endowment is funded with donations from family and friends, proceeds from the annual Ian Muller Memorial Rail Jam held at Burke Mountain, and endowment matching funds. The endowment will provide scholarship support to NVU-Lyndon student veterans.

I request that the Vermont State College's Board of Trustees accept these gifts and approve the establishment of the *Ian Muller Memorial Endowment*.

Sincerely,



Parwinder Grewal, Ph.D.
President

ITEM 4:

Carry forward requests

- a) Community College of Vermont Request**
- b) Vermont Tech request**



TO: Sophie Zdatny, Chancellor, Vermont State Colleges

FROM: Joyce Judy, President, Community College of Vermont

DATE: October 4, 2022

SUBJECT: FY 2022 Carry Forward

Due to lower than anticipated expenses during the pandemic in FY 2022, better than expected enrollments and the drawdown of HEERF II and III funds, CCV ended the fiscal year with \$1,808,247 available in unrestricted net assets. I am requesting approval to carry the above funds forward into Fiscal Year 2023 to be used for the following purposes:

- CCV would like to reserve in carryforward \$200,000 to offset the ongoing effects of the pandemic on our position turnover. These funds will be used to fill vacancies (double fill) while we recruit and for other associated recruitment and retention expenses.
- CCV would like to carryforward \$200,000 towards additional marketing of our programs and to help further enhance enrollment.
- CCV would like to carryforward \$600,000 to further enhance security hardware equipment and for continuous improvements of infrastructure in our CCV centers.
- As part of the CCV organizational redesign, we would like to use \$200,000 for professional development for staff as their roles continue to evolve.
- CCV is still heavily feeling the effect on operations of COVID at all CCV centers. Going forward, we expect enrollment for every semester to remain a challenge particularly with the ongoing effects of the pandemic. Therefore, CCV would like to carryforward \$608,247 in an economic contingency fund for CCV to use to balance future budgets should enrollments fall short of budget.

Thank you for your consideration.

Bennington
802.447.2361

Middlebury
802.388.3032

Morrisville
802.888.4258

Rutland
802.786.6996

St Johnsbury
802.748.6673

Upper Valley
802.295.8822

Brattleboro
802.254.6370

Montpelier
802.828.4060

Newport
802.334.3387

St Albans
802.524.6541


Springfield
802.885.8360

Winooski
802.654.0505

October 10, 2022

MEMORANDUM

TO: VSCS Board of Trustees

FROM: Parwinder Grewal, Ph.D., President 

CC: Sharron Scott, Chief Financial Officer, VSCS
Patricia Moulton, Executive Director for Workforce

SUBJECT: FY22 Carry Forward and Reserves

Vermont Technical College is requesting Board of Trustees approval to carry forward \$400,000 from the sale of assets in FY22 and a portion of the FY21 surplus for use to transform its agricultural program and facilitate the creation of Center for Agriculture and Food Entrepreneurship at Vermont Tech and the future VTSU.

This money will leverage and serve as needed match of sizable grant funding which has been approved and is in hand from State and Federal sources. VTC has been awarded an EDA grant of \$1.2M over 3 years to fund 3 critical faculty and staff positions to start and operate the Center for Ag and Food Entrepreneurship. This Center, as you will recall, is the result of over two years of study, planning and now implementation for the comprehensive overhaul of Vermont Tech's Ag program. The grant will fund three years of salaries and operations for the Ag Center Director, Internship Coordinator and Meat Lab Director.

A second grant, a \$250,000 Working Lands grant which is in hand together with a \$387,000 Legislative appropriation also in hand, will build and equip a new meat cutting training facility at the Randolph Campus. These funding sources together will fund the construction and equipping of a meat cutting lab enabling a continuation and significant expansion of the meat-cutting program in Randolph. That lab will support degree, continuing education and workforce students at VTSU and the VSCS.

The source of the \$400,000 which we seek to carry forward is three-fold. It includes \$112,000 realized from the sale of the Randolph dairy herd, \$169,000 from the sale of agricultural assets in Norwich Vermont, and \$119,000 left over from Vermont Tech's FY2021 Carry Forward.

This investment will allow Vermont Tech to continue the critical work of revitalizing its Agricultural offerings to best meet the needs of Vermont and our students. We have additional needs for farm renovations, greenhouse renovations and construction for which we are seeking grants with applications pending. This funding will help meet match and other needs while we move forward with all aspects of the revitalization of this critical program and asset for Vermont.

ITEM 5:
Claire Duke Honorary Degree Request Materials

NorthernVermont.edu**Office of the President**

Johnson Campus: 802.635.1240

Lyndon Campus: 802.626.6404

October 27, 2022

Sophie Zdatny, Chancellor
Vermont State Colleges System
PO Box 7
Montpelier, VT 05601

Dear Chancellor Zdatny,

I am pleased to recommend that we award an honorary degree, Doctor of Humane Letters to Claire Diane Duke.

According to the Wall Street Journal (Nov 9, 2017), American families are willing to spend more on their sons' educations than they are on their daughters.' This was the case with Claire, who grew up in Lyndon with excellent grades, and aspirations that exceeded her brothers ambitions. However, with limited funding, her parents decided to spend money on Claire's brother's education, rather than her own. As a female during the 30s, it was Claire's job to stay at home and support the family. She was not seen as a good investment. The fact that, even today, women continue to do most caretaking and domestic work at home is no surprise to Claire, who did her share of "holding up the fort," while her brothers followed an ascending trajectory from college to career. Yet, in the end, and perhaps ironically, it was Claire who contributed most to her community and her nation. She did not let her lack of college experience stop her from being a dynamo in many areas: the real estate world and the political world.

In recognition of her dedicated service in Vermont and in the country, Claire Diane Duke has been cited in 14 volumes in the Library of Congress, including Who's Who in American Politics, Who's Who of American Women, and Who's Who in America. Nonetheless, in spite of her many achievements, the one thing Claire regrets in her life is not being able to attend Lyndon State College, and be awarded a college degree to fulfill her dream of becoming a teacher.

I request that the Vermont State College's Board of Trustees in accordance with the criteria set forth in Policy 107 bestow this honorary degree on a very deserving, self-sacrificing person, Claire Diane Duke from Northern Vermont University.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Grewal'.

Parwinder Grewal, Ph.D.
President

July 11, 2022

Honorary Degree Advisory Committee
c/o Barbara Flathers,
Executive Assistant to the President
Northern Vermont University
1001 College Road PO Box 919
Lyndonville, Vermont 05851

Dear Advisory Committee and Ms. Flathers:

I am writing to nominate Claire Diane Duke, born Claire Diane Laferriere, on September 22, 1935 in Barre, Vermont, for an honorary degree from Northern Vermont University. It is clear from the life of integrity and compassion that Claire has lived that Claire is quite worthy of a Doctor of Humane Letters, but any awarded degree would realize her lifelong dream. I am hopeful that an honorary degree awarded in the autumn of her life will help make right a prohibitive life circumstance that happened more than a half century ago.

In her 86 years, Claire has demonstrated the following: outstanding achievement or service in or for the state of Vermont; outstanding service in or for the nation; and sustained and dedicated commitment to public life and service. In fact, even at 86, Claire's commitment to public life and service continues as she regularly cooks for and delivers meals to those who are unable to get out due to illness or infirmity during the Covid19 pandemic. She also routinely walks up and down Route 14 in Barre town, picking up trash and recyclables along the roadway, leaving it in bags, and then picking it up in her van to dispose of properly. You see, caring about her community and environment, caring about the State of Vermont, caring about the country, and caring deeply, are integral to who Claire Duke is and has always been.

Claire will say that not getting a college degree is one of the biggest regrets of her life, and then, true to her always positive nature, quickly declares that "life, and all that went with it, was her college." She always wanted to become a teacher. As a teenager, ready to graduate from Barre's Spaulding High School in 1953 among the top students in her class, she wrote to a couple of colleges to assess the chances of getting in and was excited to receive a personal, handwritten reply from the head of Lyndon Institute that she would surely be accepted because of her grades. However, Claire had a brother who wanted to attend Syracuse University, and that would make the cost of another college tuition prohibitive for the family (Claire recalls that back then, the cost of four years to attend Syracuse was going to be an exorbitant \$5000). At that time, it was considered far more important for boys to attend college than girls, so Claire was unable to follow her dream of post-secondary education. She never resented her brother or her parents for her inability to attend college, but it still pains her, almost 70 years later, that she never achieved a college degree. Instead, she worked hard to put three of her children through college, raise a family of six, volunteer extensively in her community, manage a state-wide Senate campaign, and own and operate successful businesses. It is quite in character that despite the lack of the degree she had hoped to achieve in her lifetime, Claire declares herself rich with experiences and rewards, and says she lacks for nothing.

Claire recalls rationing of sugar, butter, gasoline, and meat during WWII, and still has a “sugar disk” in her button box from those days. She remembers that children would be assigned to pick milkweed pods to be used in flotation jackets, and the sticky, milky liquid from whence it earned its name. She remembers periods of time during which lights could not be kept on past a certain time in the evening, and the planting of Victory gardens. Throughout WWII and after, Claire’s father worked hard to be successful, and Claire’s mother founded and headed a construction company- unheard of for a woman at that time- named Barre Construction Company. Claire developed her chutzpah and unparalleled work ethic from both mother and father.

This chutzpah and work ethic were apparent in the countless hours that Claire spent in her decade volunteering for the Vermont Republican Party as a young mother of six children. She knocked on doors with children in tow, raising funds to support the principles that she recalls the Republican Party having at that time. Claire’s dedication and commitment led to a job offer as the Assistant to the Chairman, Jim Mullen. She recalls receiving \$10,000 annually in pay for several years, until she found out that the male “assistant” prior to her term had received approximately \$14,500. When Claire asked for pay that matched the pay of her male predecessor, the state committee raised her pay, but not sufficiently to match his. So, Claire quit, which made the front page of the Times-Argus, a local newspaper in central Vermont. Imagine! A woman quitting because she did not receive equal pay? This front-page article about her audacity was published in approximately 1978.

Claire’s work with the Vermont Republican Party led to an invitation to manage the US Senate campaign of Stewart Ledbetter of Montpelier in the 1980 election, opposing Patrick Leahy who was at that time running for his second term. Under Claire’s direction, her election team lost the battle in the closest contest in all of the Senate races in the country that year- around +/- 1400 votes, to her recollection. The campaign was referred to in Vermont newspapers as the first “truly professional campaign”.

After her work for Ledbetter, Claire was invited by the finance chairman of the Ledbetter campaign, Jim Mulligan, to start an affiliated real estate department for his successful insurance company, Berg, Carmolli, and Kent. She bought a basic book on math, signed up for a beginner’s course in real estate, and passed both national and state exams. For Claire, the opportunity to directly impact the lives of her community members by ethically and professionally serving them and finding the right home for them felt like her true calling. She regularly worked 16-hour days, seven days a week, eventually buying the business and managing it to become one of the top selling real estate agents in the state of Vermont. In fact, Claire has won Vermont State Realtor of the Year. She later opened up a new real estate business in her own name, “Claire Duke Real Estate,” and worked together with her husband David until both finally retired in 2018 at ages 82 and 86.

In recognition of her dedicated service in Vermont and in the country, Claire Diane Duke has been cited in 14 volumes in the Library of Congress, including *Who’s Who in American Politics*, *Who’s Who of American Women*, and *Who’s Who in America*.

In recognition of the incredible service she has provided to Barre Town, Claire was awarded the Wendell F. Pelkey Award for Service in 2015, a town honor. Other than being the Founder of the Barre Rotary Club Trash Pickers (and the years of weekly Thursday evenings when she would walk down the city of Barre's Main Street and pick up trash on the sidewalk and roadway), being a decades-long Rotary member, and also serving as the President of the Barre Rotary Club in 2010 and 2011 (perhaps more terms than that), Claire has lived a life rich in community service. As noted earlier, she volunteered many, many hours for the Vermont Republican Party prior to being hired. She organized her 65th high school class reunion in 2018, and knowing it was likely to be the last class reunion, proudly facilitated the last of the class funds to help create the Vermont History Center, an incredible Vermont treasure. In recognition of this donation, there is a granite (of course) stone block directly in front of the main entrance that reads "Spaulding High School Class of 1953." Claire was also an Advisory Member to Central Vermont Medical Center, volunteered annually for Barre's Aldrich Library Pancake Breakfast fundraiser, founded The Barre League of Women Voters in Vermont in 1961, and served as an active member of the Central Vermont Chamber of Commerce, among other community groups. Her volunteerism in various capacities led to the meeting of Presidents Lyndon B. Johnson, Gerald Ford, Richard Nixon, Jimmy Carter, Ronald Reagan, George H.W. Bush, and Secretary of State James Baker. She has sat in "the gold chairs that don't look like they can hold you" (her words) in The White House several times, and has chatted with first ladies.

Yes, Claire Duke has walked among giants, but I respectfully submit to the Honorary Degree Advisory Committee that she, too, is a giant. The difference she has made in the lives of everyone with whom she has connected is immeasurable. For example, I am her former daughter-in-law, and yet admire, respect, and love her so very much that more than 20 years later, I am nominating her for an honorary degree from Northern Vermont University. She is an incredible, pioneering giant among Vermont women, and is as richly deserving of an Honorary Degree from Northern Vermont University as could be any other candidate. She has lived a life filled with integrity, compassion, and service. Claire Duke may not have a college degree and therefore believe she did not achieve her dream of becoming a teacher, but as a professional educator myself and a UVM graduate, I can confidently say that she is one of the most profoundly influential teachers I have ever met. Ask her community. Ask her husband of almost 70 years. Ask anyone who knows her. I am confident they will say the same.

Please grant Claire Diane Laferriere Duke an Honorary Degree from Northern Vermont University. She will be 87, God willing, upon receipt of this degree should it occur in December of 2022, and this simple recognition of a life well-lived would leave this amazing human being with no regrets.

Thank you for your time and consideration.

Sincerely,

Bonnie L. Stacy

Bonnie L. Stacy

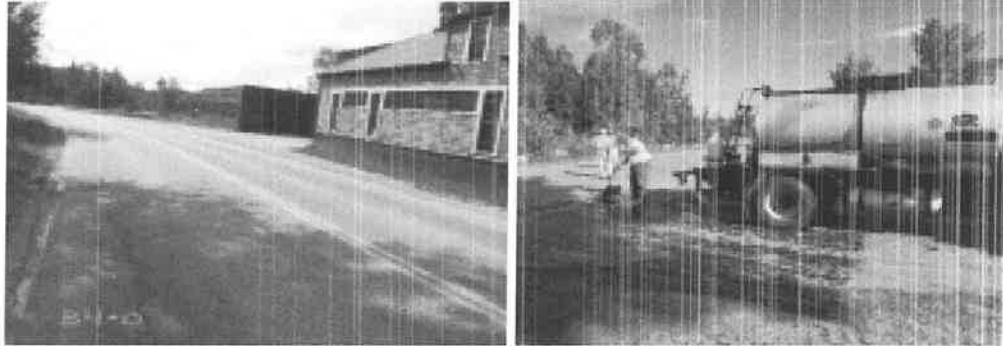
Nominee:

Claire Diane Laferriere Duke

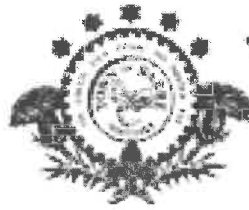
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2104 Upton Avenue
Sarasota, Florida 34232

Enc.

TOWN OF BARRE VERMONT ANNUAL REPORT



**REPORT OF THE TOWN OFFICERS
FOR FISCAL YEAR
July 1, 2017 to June 30, 2018**



Town of Barre

VERMONT

AMBULANCE -

POLICE - 911

FIRE -

Be sure to clearly give your name and address, as well as the nature of your emergency. Do not hang up until you are sure that your message has been understood.

2017 – 2018:

Population – 9,052

Size – 19,328 Acres (31.8) Square Miles

Grand List - \$631,657,700

DATES TO REMEMBER:

Property Tax Installments Due: August 15, 2017

November 15, 2017 February 15, 2018 May 15, 2018

Sewer Tax Installments Due: August 15, 2017

February 15, 2018

MUNICIPAL BUILDING OFFICE HOURS:

8:00 A.M. – 4:30 P.M.

Monday – Friday

P.O. Box 116

149 Websterville Road, Websterville, VT 05678

(802) 479-9331

www.barretown.org

*Front Cover: 2017 summer road work and paving of Websterville Road. These pictures depict the process it takes to upgrade town roads. **Top left photo:** marking road footage; **Top Right photo:** milling the road; **Bottom photo:** final process of paving. Pictures by Austin Burke, Summer Intern to Town Engineer.*



REPORT
of the
OFFICERS
of the
TOWN OF BARRE
VERMONT

Fiscal year
July 1, 2017 – June 30, 2018

- 1 -
DEDICATION

This year's Town Report is
in appreciation of the many Volunteers who donate their time to
serving on our Boards, Commissions, Committees and Offices.



Every April during Volunteer Appreciation Week the town makes time to recognize our volunteers. Some 88+ volunteers are currently serving our town.

Our volunteers consist of town residents willing to attend monthly meetings (some more than once a month) and to help plan special events (often working weekends) and to make decisions concerning our town and how our money is spent. Our resident volunteers make up the following Boards, Commissions, Committees, and Offices: Bike Path Committee, Budget Committee, Cemetery Commission, Central Vermont Regional Planning Commission, Central Vermont Solid Waste District Management, Development Review Board, Health Officer, Housing Advisory Committee, Planning Commission, Recreation Board, Regional Planning Commission and Traffic Safety Advisory Committee,

These dedicated volunteers are committed to helping make Barre Town a better place and we greatly appreciate them!

4:54



Talk of the Town

Aug 27, 2015 Updated Oct 18, 2018 0



Bag ladies, plus one? BARRE — The growing litter brigade led by Barre Rotarians Claire Duke and Ron Parnigoni (he's the lone thorn among the roses in this group) will pass a notable milestone when they make their weekly rounds this evening. Seems the group, which welcomed two new members last Thursday, has picked up 99 bags of litter in and around downtown Barre so far this summer. That's pretty impressive and Duke predicts the "Rotary Trash Pickers" will have no trouble surpassing the century mark before members head home tonight. We've learned not to doubt Duke, who helped organize what began as weekly summer walks designed to discourage vandalism three years ago and quickly morphed into something more. Walking and talking was enjoyable exercise, but Duke and other members decided to double down and pick up loose litter while they were at it. Most, like Duke, use kitchen tongs to do the dirty work and while Duke and Parnigoni are the only Rotarians, they've come to rely on a core group of friends. Until last week that list included Lois Lafreniere, Shirley Clark, Phyllis Rowell, Judy Rivard, Duke's niece, Heather Duke, and her daughter, Kaitlyn. However, thanks to some savvy recruiting by

timesargus.com

4:54



Duke's niece, Heather Duke, and her daughter, Kaitlyn. However, thanks to some savvy recruiting by Rowell, two new "trash pickers" joined the party last week. One is local high school student Kaitlyn Wilkin, and the other, Alexandra Johns, works at Wells Fargo in the Blanchard Block next to City Hall. During the summer months the group gathers behind City Hall at 6:15 p.m. on Thursdays and fans out collecting litter along North Main Street from City Hall Park to Route 62, as well as along Summer and Elm streets and in several public parking areas. Thanks to the city, Nelson's Ace Hardware, and an anonymous donor, the group hasn't had to buy the bags they leave for the city's street crew to pick up when they show up for work on Friday morning. According to Duke, the group has a few more Thursdays (tonight included) of trash picking left this year before it gets too dark to do any real good. Come October, she says, members old and new will celebrate their work with a well-earned season-ending supper. Help wanted BARRE TOWN