TO: <u>Education, Personnel, and Student Life Committee</u>
Megan Cluver, Chair
Karen Luneau, Vice Chair
Janette Bombardier
David Durfee
Shirley Jefferson
Mary Moran
Perry Ragouzis

FROM: Yasmine Ziesler, Chief Academic Officer

RE: EPSL Meeting on January 9, 2023

DATE: January 5, 2023

The EPSL Committee of the Board of Trustees is scheduled to meet on Monday, January 9th from 1:00 to 3:00pm by Zoom.

The meeting will begin with a continuation of the October meeting's focus on the system's diverse student populations and efforts to support student success with a presentation by VTSU Vice President for Student Success Kelley Beckwith. Advance materials for this presentation as well as the materials from the CCV presentation in October are included in the packet. The second major focus topic for the meeting will be an update on system goals and vision for Human Resources by Chief Human Resources Officer Sarah Potter.

Briefer informational items include an update from VTSU Provost Dr. Nolan Atkins on the work of academic transformation for VTSU including approval of all academic programs and a General Education program. Included in the materials packet is also an update on Early College enrollments for Fall 2022 and the success and continuation of prior year cohorts of Early College program students.

There are also several action items, including a proposed new policy authorizing the awarding of posthumous degrees. VTSU's Chief Diversity Officer Dr. Jae Basiliere will provide background on their work to develop this policy in conjunction with students. As a follow-up action item to the Board and EPSL's previous discussion of the faculty and staff liaison roles for EPSL, included in the packet is also a draft resolution for EPSL to recommend to the Board formally authorizing these roles.

I can be reached directly at (802) 224-3025 if you have any questions.

Thank you.

Cc: VSC Board of Trustees
    Council of Presidents
    Chief Academic Officers
    Student Affairs Council
    HR Council

Vermont State Colleges Board of Trustees
Education, Personnel, and Student Life Committee

January 9, 2023

AGENDA

1. Call to order

2. Comments from the public

3. Approval of October 27, 2022 meeting minutes

4. Overview of Our Students and Supporting Their Success

    Kelley Beckwith, Vice President for Student Success, VTSU

5. Vermont State University academic transformation and general education update

6. VSC Human Resources Update on Vision and Goals

7. New policy proposal: Policy 107A Posthumous Degrees

8. Resolution Authorizing EPSL Liaisons

9. Early College update

10. Other business

MATERIALS

1. October 27, 2022 minutes
2. VTSU Student Success Overview
3. October 27, 2022 Presentation on Student Success (CCV)
4. Draft Resolution honoring academic transformation faculty leadership
5. Policy 107A Posthumous Degrees
6. Draft Resolution Authorizing EPSL Liaisons
7. Early College Data Update

ITEM 1:

October 27, 2022 Meeting Minutes

Minutes of the VSCS Board of Trustees' Education, Personnel, and Student Life Committee meeting held Thursday October 27, 2022 at 1:00 p.m. via Zoom - UNAPPROVED

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

The VSCS Board of Trustees Education, Personnel, and Student Life Committee met on Thursday, October 27, 2022 via Zoom.

Committee Members present: Megan Cluver (Chair), Janette Bombardier, David Durfee, Shirley Jefferson, Karen Luneau, Mary Moran (1:19 p.m.), Perry Ragouzis

Other Trustees present:	Lynn Dickinson
Presidents:	Parwinder Grewal, Joyce Judy
Chancellor's Office Staff:	Donny Bazluke, Network/Security Analyst
	Wilson Garland, Director of Transformation
	Katherine Levasseur, Director of External and Governmental 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 and Operating Officer
	Patty Turley, General Counsel
	Meg Walz, Director, Project Management
	Sophie Zdatny, Chancellor
	Yasmine Ziesler, Chief Academic Officer
From the Colleges:	Nolan Atkins, Provost, Northern Vermont University and Vermont State University
	Kelley Beckwith, Vice President of Student Success, Vermont State University
	Hilary Linehan, Director of Athletics & Recreation, Vermont Technical College
	Katherine Penberthy, CCV Faculty Liaison to EPSL Committee
	Beth Walsh, President, VSCUP, Northern Vermont University
	Heather Weinstein,
	Erin Wetherell, CCV Staff Liaison to EPSL Committee
From the public:	Mathew Barewicz, Vermont Department of Labor

VSCS Board of Trustees
Education Personnel and Student Life
Vermont State Colleges System Board of Trustees
EPSL Committee Meeting Minutes
October 27, 2022 - UNAPPROVED

January 9, 2023

Nicole Overley, Senior Manager, Deloitte Consulting

1. Call to Order

Chair Cluver called the meeting to order at 1:01 p.m. Chair Cluver welcomed Katherine Penberthy and Erin Wetherell as liaisons to the EPSL Committee from the faculty and staff at Community College of Vermont, and Hilary Linehan on behalf of Vermont State University.

2. Public Comment

There was no public comment.

3. Approval of August 31, 2022 Meeting Minutes

Trustee Ragouzis moved and Trustee Jefferson seconded the motion to approve the August 31, 2022 meeting minutes. The motion was approved unanimously.

4. Fall enrollment update

Chief Academic Officer Yasmine Ziesler provided an update on the fall enrollment while referring to pages 13-15 here. As of the most recent snapshot, taken on October 15, the enrollment numbers are encouraging for both CCV and VTSU.

5. Vermont State University academic transformation progress update

Vermont State University Provost Nolan Atkins reported on two important academic transformation projects: approving the program array, and the general education program. The program array consists of just over 100 programs, plus 18 graduate programs, that need to be approved using a rigorous process. 15 programs have been approved, 30 are in review and 40+ remain in the queue for approval. The process for reviewing the programs is robust and successful in identifying issues as they arise.

The general education program has seen a great deal accomplished by a diverse group of faculty and a proposal has been developed for a Vermont State University Associate and Baccalaureate general education program. The result of this work is an emerging general education program that includes the thinking of all the faculty and all the programs from all the campuses - a program that is truly created by a diverse group.

6. Update on proposed revised approach to Policy 109

This agenda item was deferred to a later committee meeting.

7. Discussion on the future of work and learning

Trustee Cluver introduced Nicole Overley, who leads Deloitte's public sector future of work practice. Ms. Overley shared her presentation as a thought leader in this area, and not as a retained consultant. Ms. Overley shared these slides on "What the Future of Work means for Workforce."

Dr. Ziesler then introduced Mathew Barewicz, the Director of Labor Market Information at the Vermont Department of Labor. Mr. Barewicz shared a presentation on Vermont's labor market and workforce challenges, which can be found here. Mr. Barewicz concluded by observing there is a strong job market, and the opportunity exists for higher education to provide and prepare the workforce for these opportunities.

Chair Cluver then invited Trustee Ragouzis to share his insights from the student perspective on workforce. Trustee Ragouzis shared preliminary results from a Workforce Preparedness survey being completed by students at the Vermont State Colleges. The survey remains open to allow time to flesh out a more well-rounded respondent base. Preliminary results shared by Trustee Ragouzis are available here.

8.   Overview of Our Students and Supporting Their Success

Dr. Ziesler introduced Kelley Beckwith as the inaugural VTSU Vice President for Student Success. Due to time constraints, Ms. Beckwith's discussion will be deferred to a future committee meeting. Dr. Ziesler then introduced Heather Weinstein, Dean of Strategic Initiatives and Student Affairs for CCV. Ms. Weinstein shared a presentation on the part time student experience and the community college enrollment patterns that inform the understanding of part time students at CCV. That presentation can be found here.

9.   Other Business

There was no other business.

Chair Cluver adjourned the meeting at 2:47 p.m.

ITEM 2:

VTSU Student Success Overview

Student Success

Kelley Beckwith

VP of Student Success

Vermont State University

Vermont State University

Agenda

We're

Smarter

Together

When

VTSU Retention and Completion Rates

Subgroup Analysis

Performance Indicators

Student Success Strategies

Vermont State University
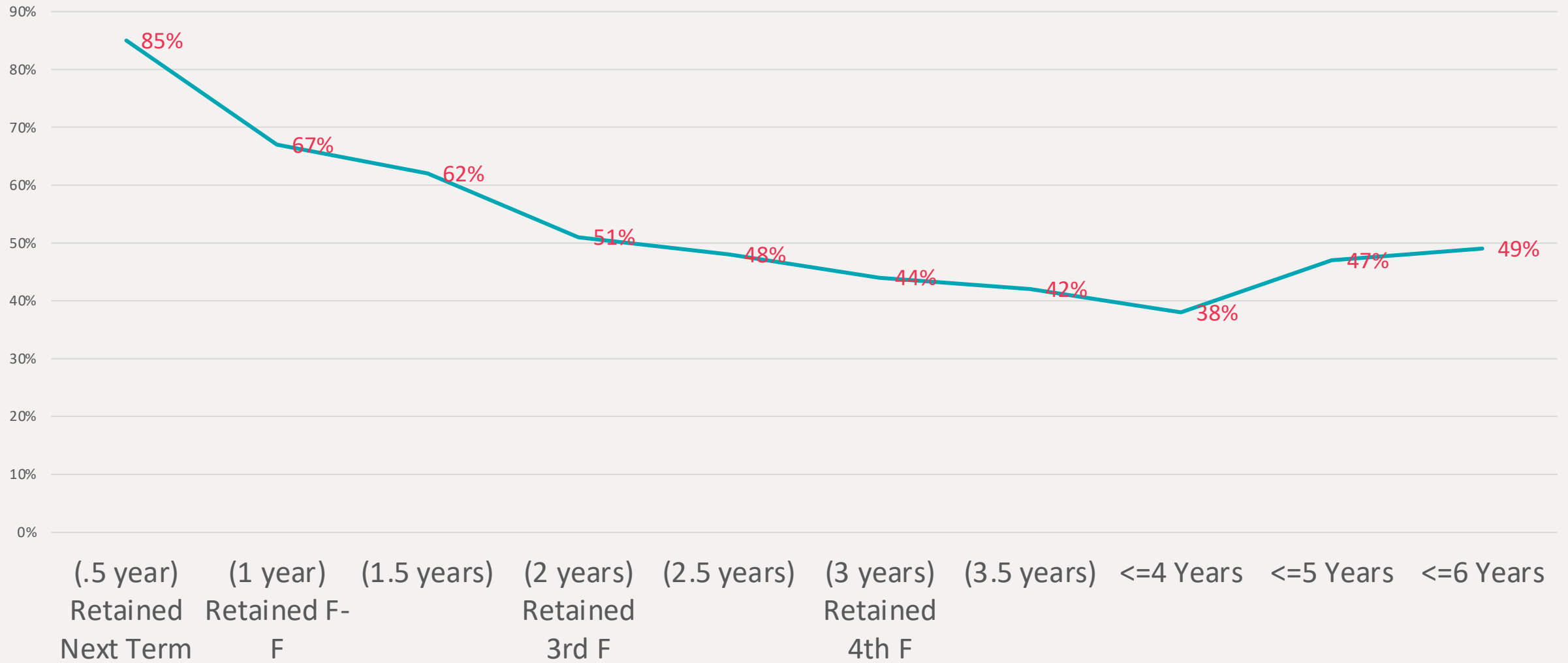
VTSU Retention and **Completion** Rates
Mean Federal Cohort Rates Fall 2012 - 2021

Vermont State University

Subgroup Gap Analysis

Many VTSU students succeed above national norms; many do not. Subgroup analyses identify students who need targeted support, thereby guiding strategic initiatives.

Subgroups with notable gaps over the last 10 years:

- *Gender*
- *Race/Ethnicity*
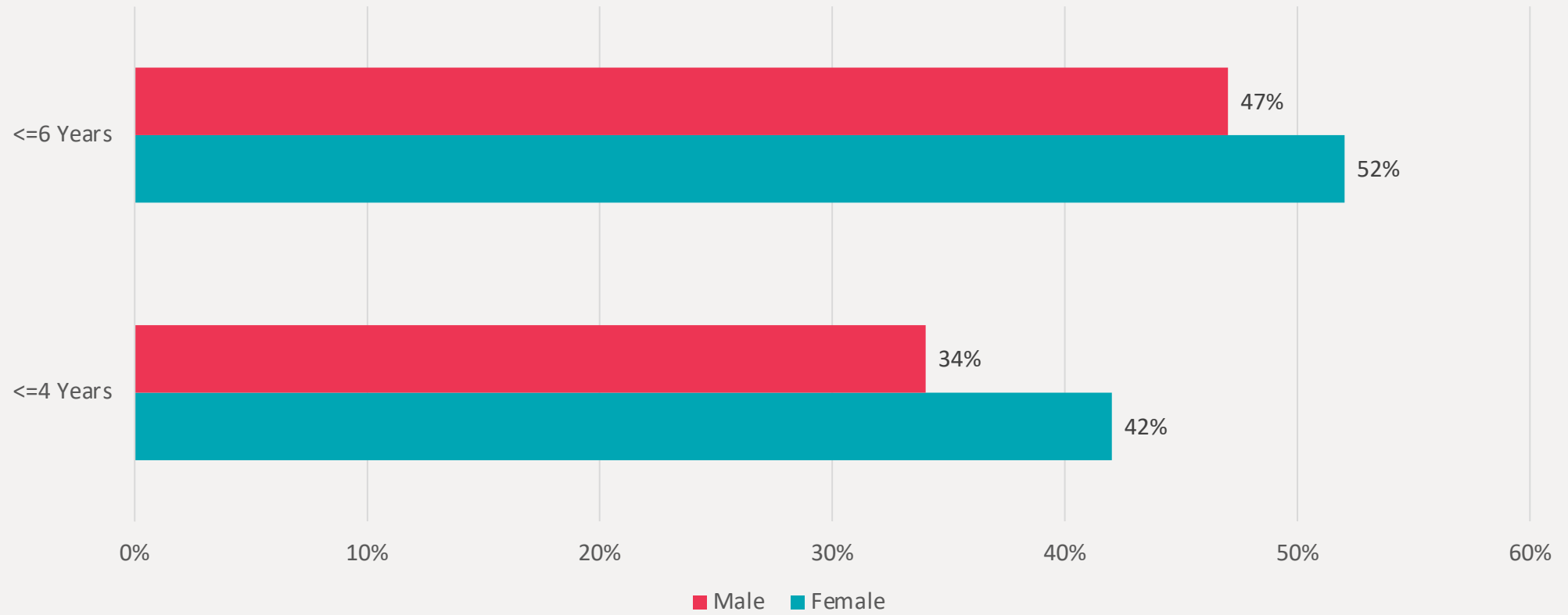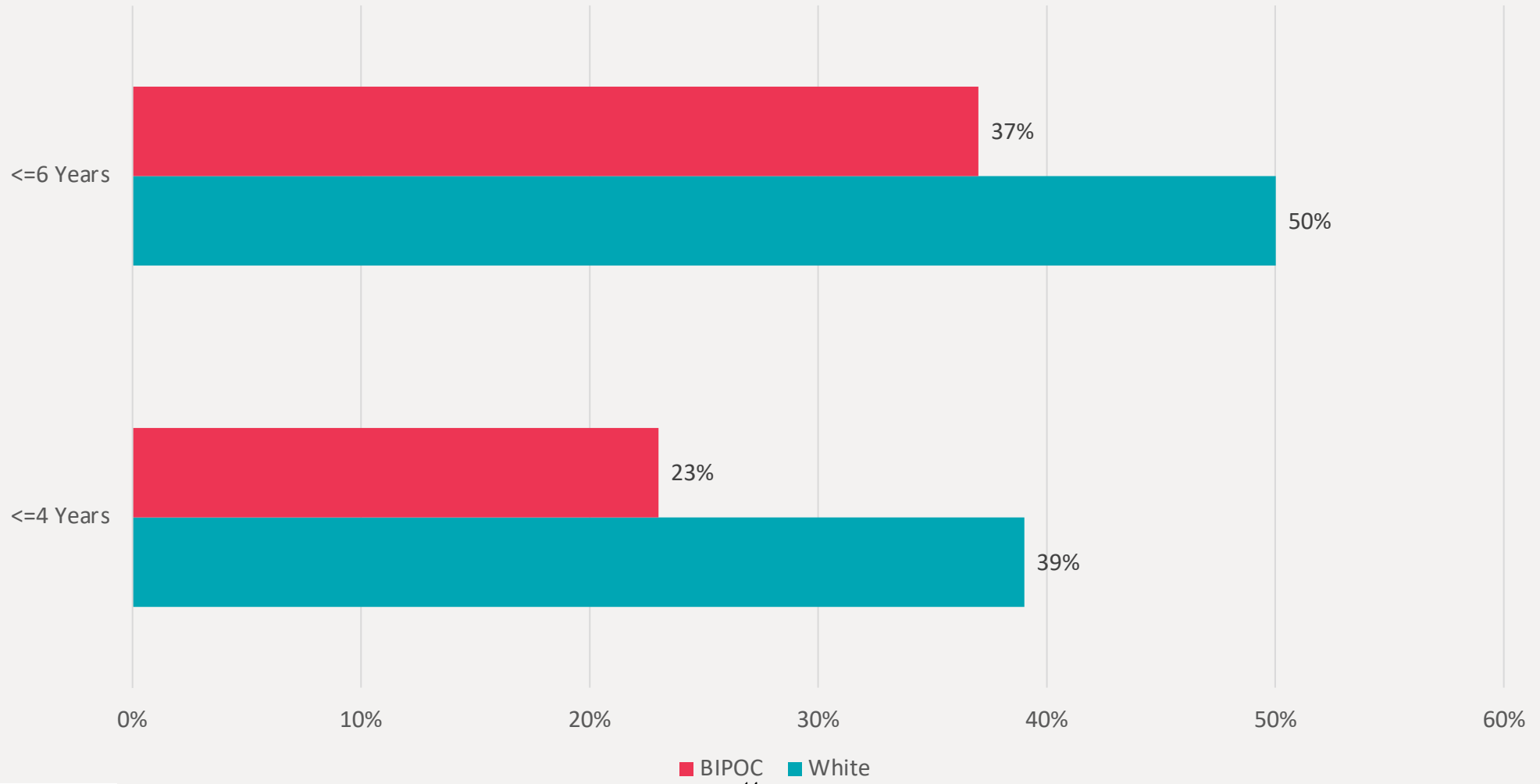- *Age*
- *Pell Grant*
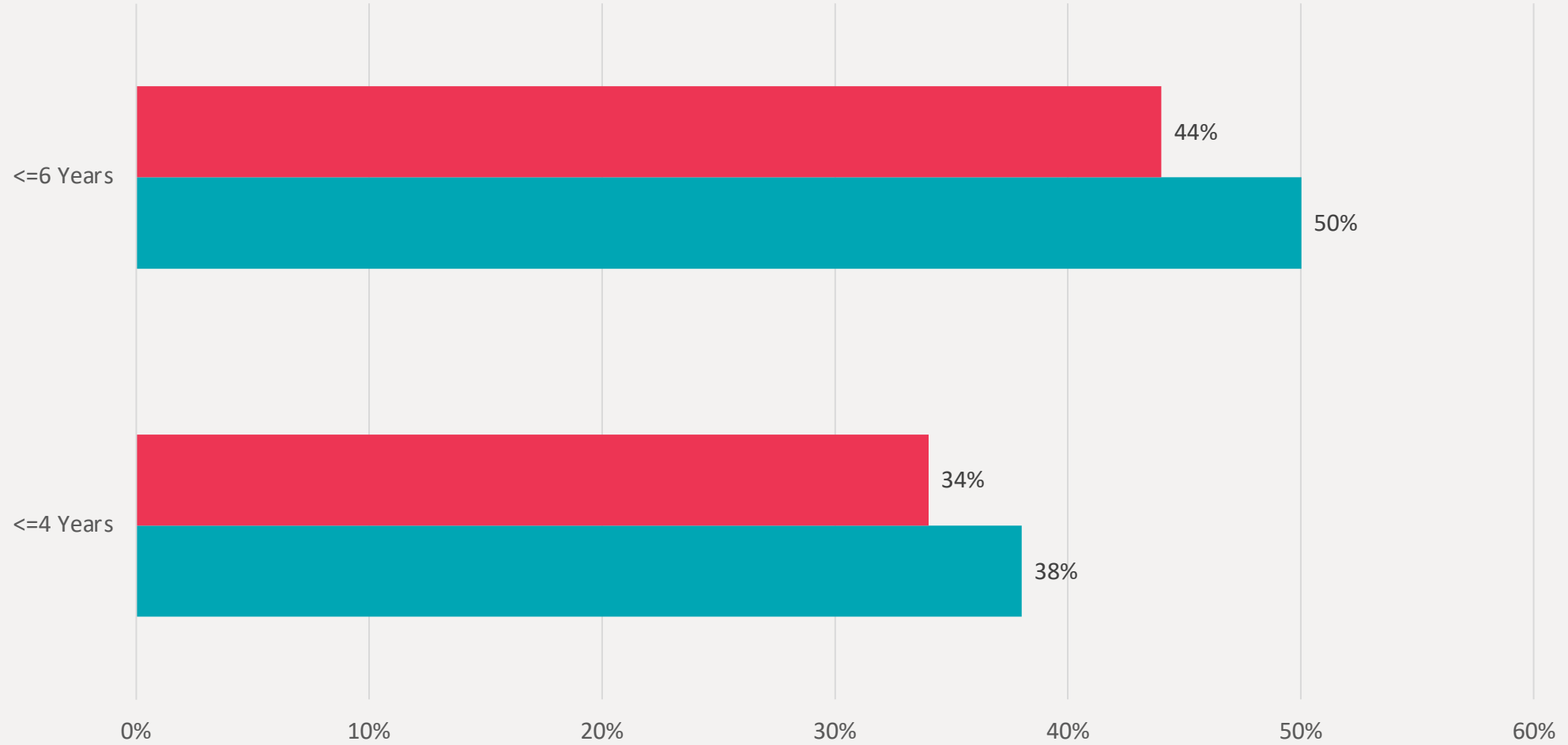
We're

Better

Together

When

Vermont State University

Male/Female Gap
Completion Rates

Race/Ethnicity Gap
Completion Rates

Vermont State University

Age Gap
Completion Rates

Pell Gap
Completion Rates

Vermont State University
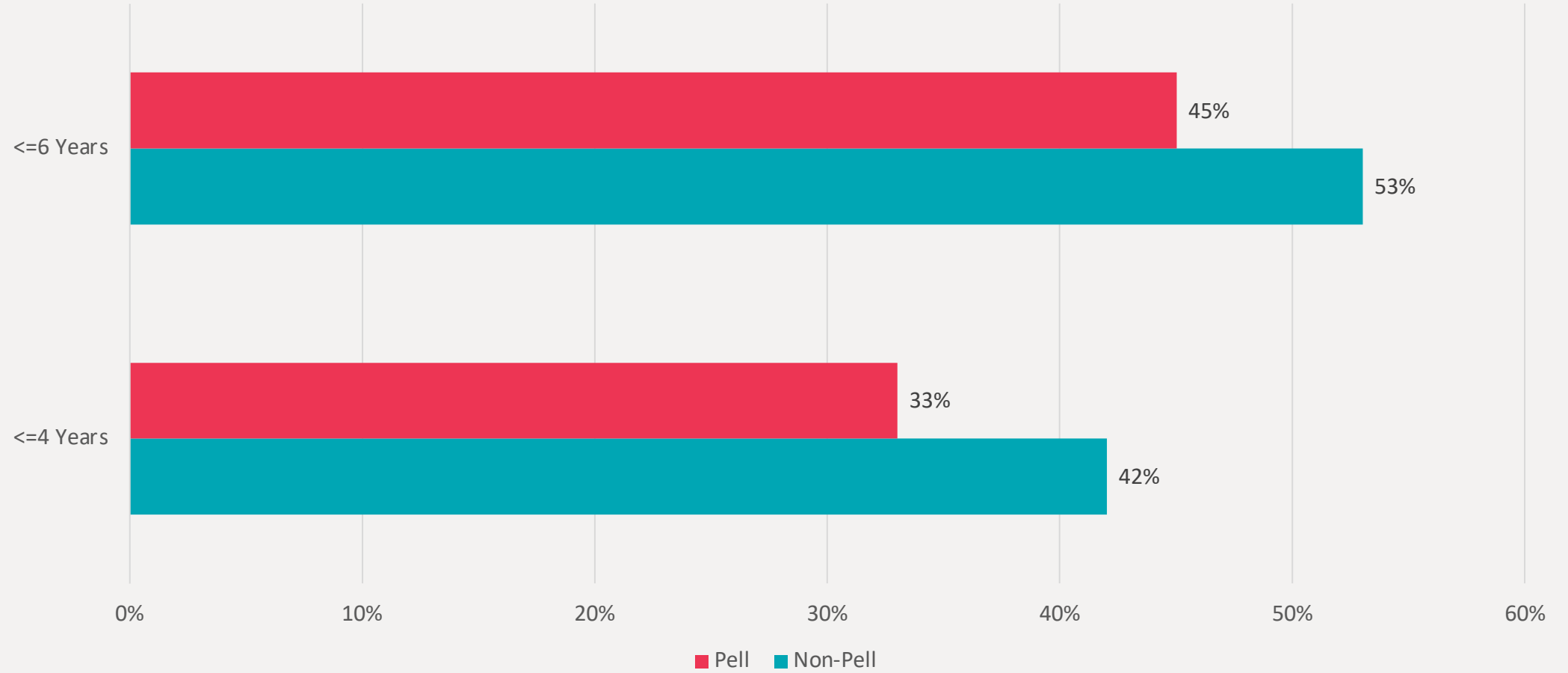
Performance Indicators

First Year Credit Completion Rate: *How successful are students at completing the credits they attempt in their first academic year? When first-year students enroll in a class, do they ultimately receive credit for it?*

Retention/Persistence: *What proportion of students are enrolled or have completed a credential after one year at our institution (retention) or another institution (persistence)? What percent are not enrolled?*

Outcomes: *What proportion of students have earned a credential and when?*

Vermont State University

First Year Credit Completion Ratio

Organizational Grouping: All   **Institution Type:** Four Year   **Select an Institution:** All

Cohort	Cohort Term	Credential Type Soug..	Enrollment Ty..	Attendance	Dual/Summer Enrollment	Age Group	Race/Ethnicity	Gender	Pell Grant Recipient	First Generation	GPA Range	Math Prep	English Prep
All	All	All	All	All	All	All	All	All	All	All	All	All	All

Select Dimension
Gender

How have credit completion gaps between student subgroups changed from cohort to cohort?

Subgroup Gap Analysis by *Gender*

Select two values to compare
☑ Female
☑ Male
☐ Unknown

Select Dimension
■ Female
■ Male
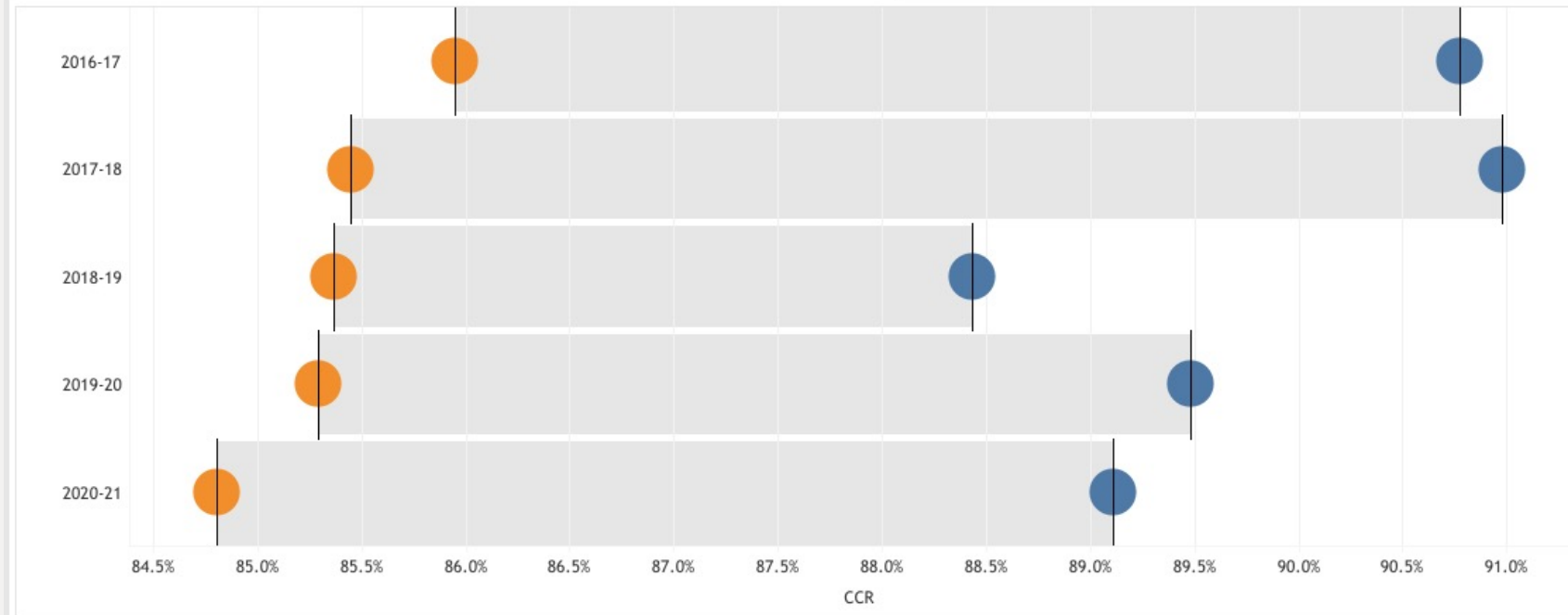
Selected Filters: Cohort: All   Cohort Term: All   Credential Type Sought: All   Enrollment Type: All   Attendance: All   Dual/Summer Enrollment: Unknown   Age Group: All   Race/Ethnicity: All   Gender: All   Pell Grant Recipient: All   First Generation: All
GPA Range: All   Math Prep: All   English Prep: All

Vermont State University

Retention / Persistence

🏠 Home   ⏻ Logout

Organizational Grouping: All	**Institution Type:** Four Year	**Select an Institution:** All

Cohort	Cohort Term	Credential Ty..	Enrollment Ty..	Attendance	Dual/Summer..	Age Group	Race/Ethnicity	Gender	Pell Grant Re..	First Generati..	GPA Range	Math Prep	English Prep
All	All	All	All	All	All	All	All	All	All	All	All	All	All

Select Dimension:
Gender

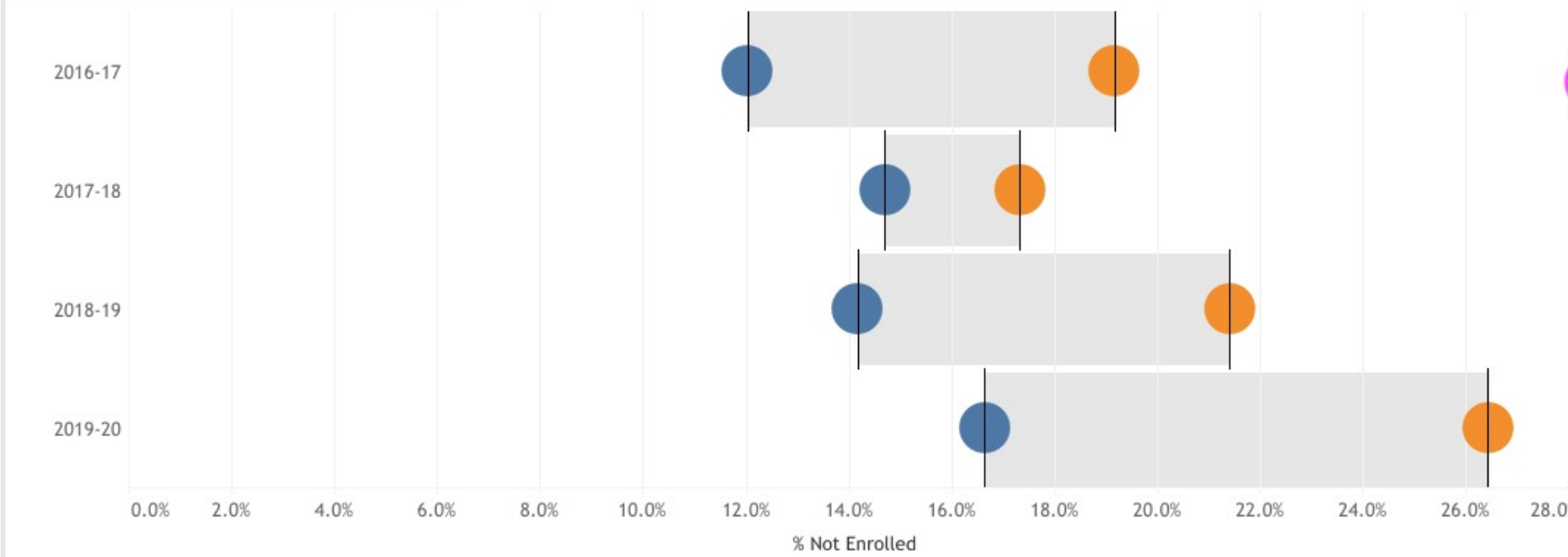## How have retention/persistence gaps between student subgroups changed from cohort to cohort?

Subgroup Gap Analysis by _Gender_

Select two values
to compare:
- ☑ Female
- ☑ Male
- ☐ Unknown

🔵 Female
🟠 Male

Please select a second value to compare

% Not Enrolled

Selected Filters: Cohort: All   Cohort Term: All   Credential Type Sought: All   Enrollment Type: All   Attendance: All   Dual/Summer Enrollment: Unknown   Age Group: All   Race/Ethnicity: All Gender: All   Pell Grant Recipient: All
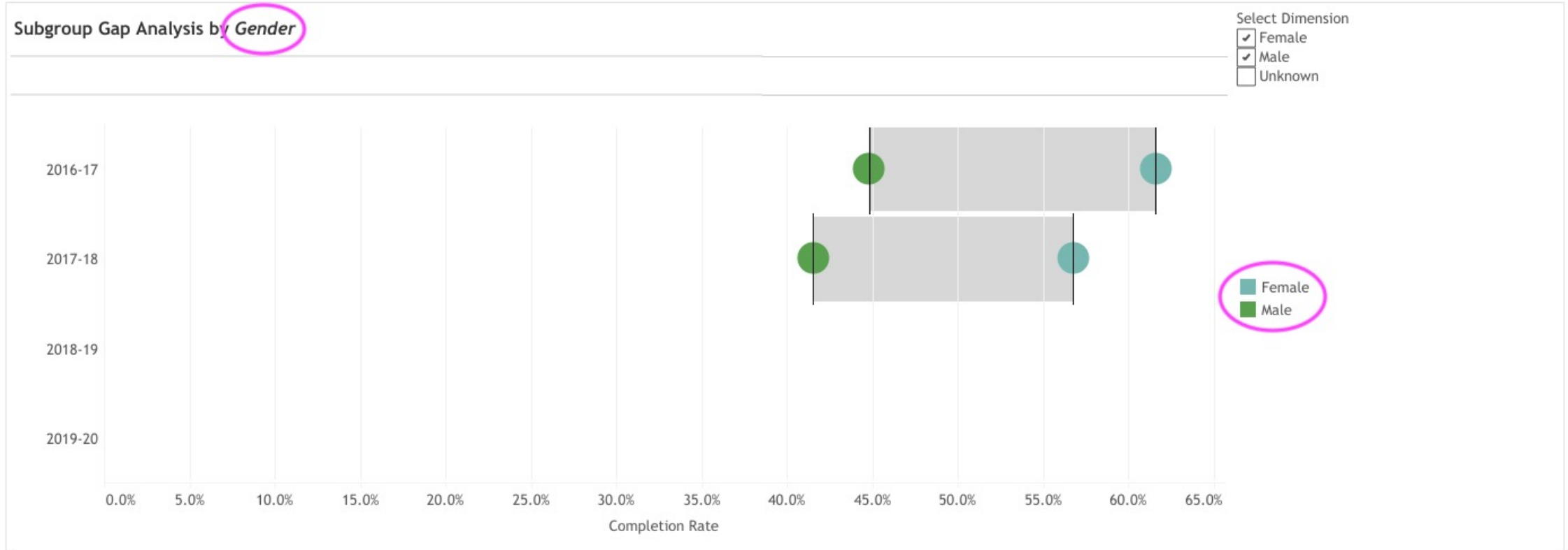First Generation: All   GPA Range: All   Math Prep: All   English Prep: All

Vermont State University

National Student Clearinghouse
Research Center

Outcomes

January 9, 2023

🏠 Home   ➡️Logout

Organizational Grouping: All   **Institution Type:** Four Year   **Select an Institution:** All

Cohort	Cohort Term	Credential Type..	Enrollment Type	Attendance	Dual/Summer E..	Age Group	Race/Ethnicity	Gender	Pell Grant Reci..	First Generation	GPA Range	Math Prep	English Prep
All	All	All	All	All	All	All	All	All	All	All	All	All	All

Select Dimension:
Gender

Outcomes at:
Four Years

How have completion gaps between student sub-groups changed from cohort to cohort?

Subgroup Gap Analysis by *Gender*

Select Dimension
☑ Female
☑ Male
☐ Unknown

Legend:
🟦 Female
🟩 Male

Completion Rate

Selected Filters: Cohort: All   Cohort Term: All   Credential Type Sought: All   Enrollment Type: All   Attendance: All   Dual/Summer Enrollment: Unknown   Age Group: All   Race/Ethnicity: All   Gender: All   Pell Grant Recipient: All   First Generation: All
GPA Range: All   Math Prep: All   English Prep: All

©2020 National Student Clearinghouse. All Rights Reserved.

Vermont State University

Key Questions
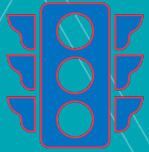
Stop Out/Drop Out: *Which students withdraw temporarily or leave VTSU? Why? What are the trends by subgroup? What strategies will be implemented to address obstacles students face?*

Targeted programs: *What strategies will lead students to participate in the services they need most? How will subgroup analysis inform program development, promotion, and delivery?*

Participation: *Which students use which services, how often, and what is the impact on performance indicators?*

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Vermont State University

Student Success Team Strategies

Student-centered and Relationship-based

Professional Development & Training

Continuous Improvement

Data Driven

Technology & Systems

We're

Better

Together

When

Vermont State University

Holistic Support for all

Shared Advising Model with Integrated Support Services

* Faculty advisor and staff advisor for all students

* Integrated student success resources at all locations through flexible delivery modalities

Career readiness focus

* Essential career development tasks embedded in advising

* Launching new tools to explore career options, find internships, connect with employers.

Student-centered with a commitment to diversity, equity, and inclusion

* Enhanced support for mental health challenges

* Innovative and coordinated residence life and student life offerings.

Vermont State University

Discussion and Questions?

Vermont State University

ITEM 3:

October 27, 2022 Presentation on Student Success (CCV)
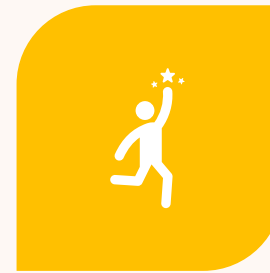
CCV COMMUNITY COLLEGE OF VERMONT

Agenda

CCV STUDENTS

COMMUNITY COLLEGE ENROLLMENT PATTERNS

PART-TIME STUDENT EXPERIENCE

**STRATEGIES SUPPORTING ACADEMIC SUCCESS AND CAREER READINESS**

CCV'S STUDENT SUCCESS FRAMEWORK

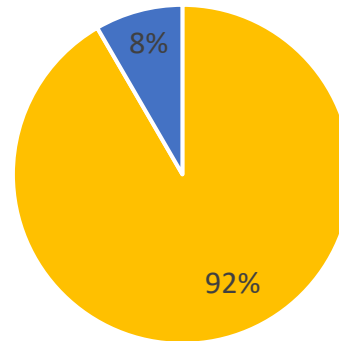|	Fall 2019	Fall 2020	Fall 2021	Fall 2022
CCV: Total Headcount	5,104	5,102	5,541	5,594
Full-time	746	802	801	776
Part-time	4,358	4,300	4,740	4,818
Degree-seeking (certif. + 2yr)	3,232	3,169	3,754	
Non-degree-seeking	1,872	1,933	1,787	

Headcount Enrollment Update: Fall 2022

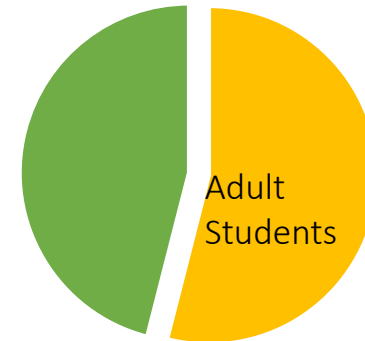# Part-time Students at CCV

>25 Years
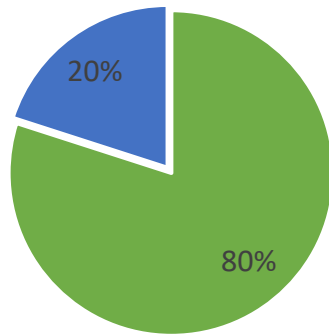
80% Part-Time (PT)
20% Full-Time (FT)

Aged 25+

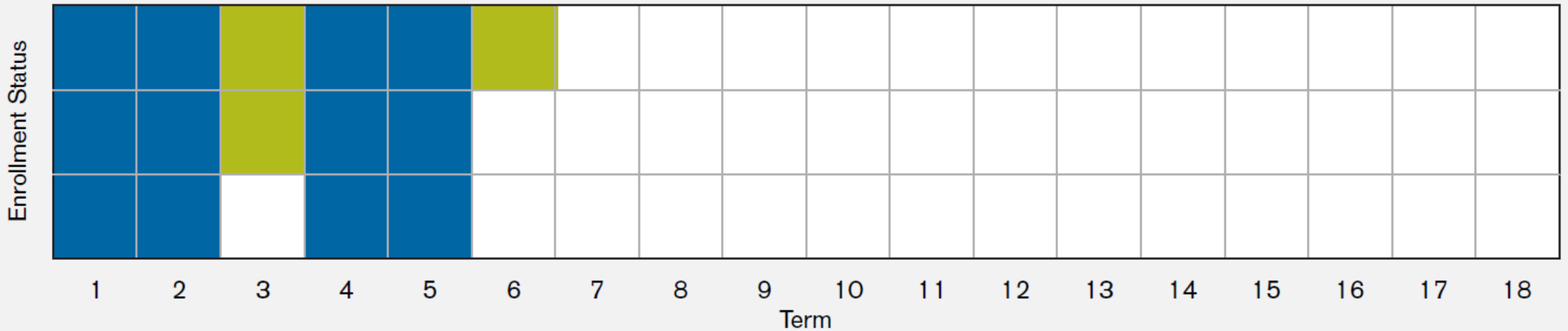92% Part-Time (PT)
8% Full-Time (FT)

Fall 2022 PT Students

Adult Students

Aged 25+   >25 Years

Traditional Enrollment Patterns

Figure 1: Image of Traditional Enrollment Patterns

Crosta, Peter M. *Trends in Enrollment Patterns Among Community College Students*. July 2013. *ccrc.tc.columbia.edu*, https://ccrc.tc.columbia.edu/publications/trends-in-enrollment-patterns.html.

Community College Student Enrollment Patterns

Figure 3: Image of All Enrollment Patterns Showing When Students Earned Awards

Crosta, Peter M. *Trends in Enrollment Patterns Among Community College Students*. July 2013. *ccrc.tc.columbia.edu,* https://ccrc.tc.columbia.edu/publications/trends-in-enrollment-patterns.html.

Community College Student Enrollment Patterns
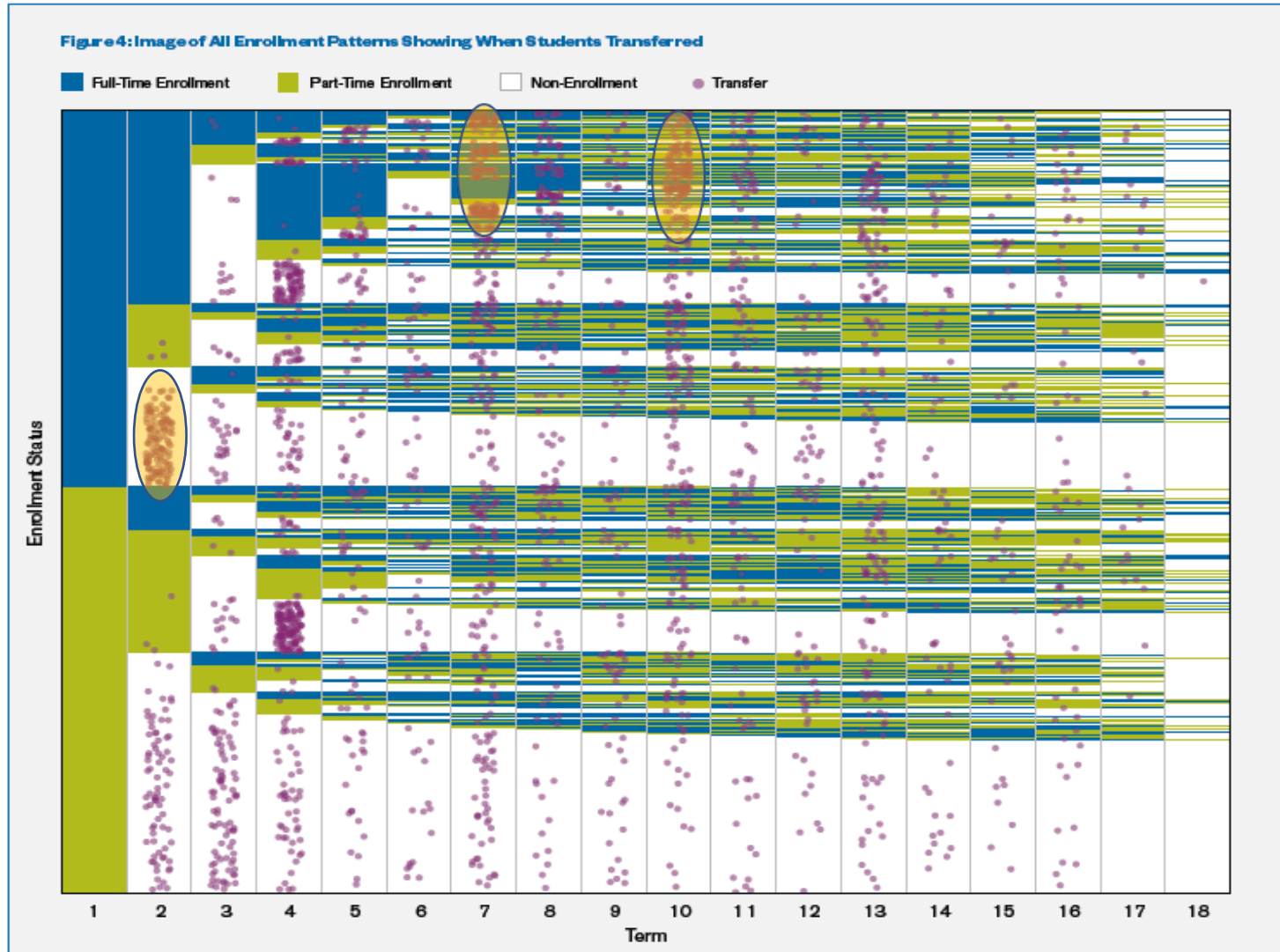

Figure 4: Image of All Enrollment Patterns Showing When Students Transferred

Crosta, Peter M. *Trends in Enrollment Patterns Among Community College Students*. July 2013. *ccrc.tc.columbia.edu*, https://ccrc.tc.columbia.edu/publications/trends-in-enrollment-patterns.html.
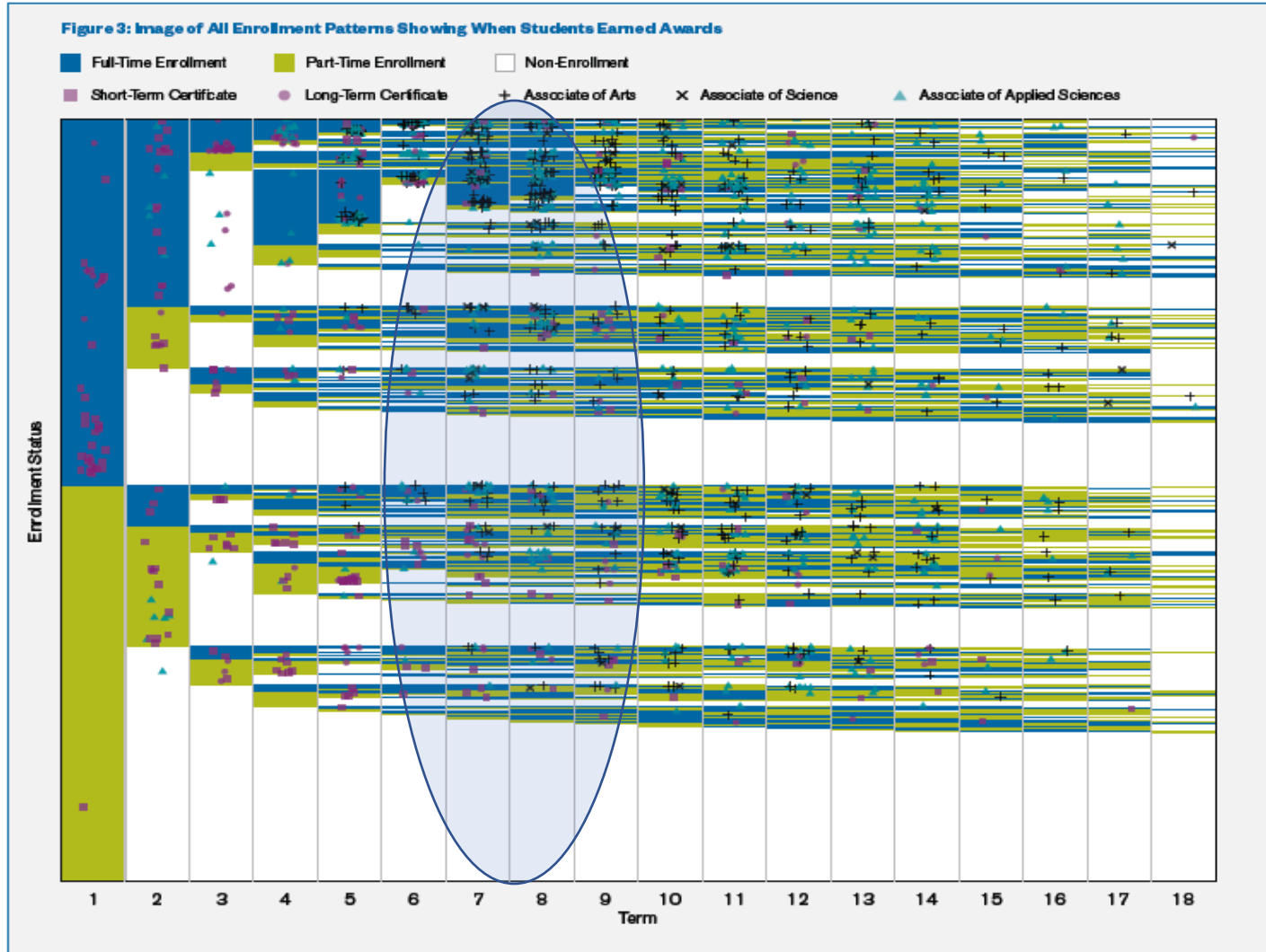
Adult Student

CCV student Steve DiSimone

Delayed enrollment in postsecondary education by a year or more after high school

Attend college part-time

Financially independent from parents

Adult Learners

Work full time while enrolled

Have dependents other than a spouse

Single parents

Did not receive a standard high school diploma

Graphic source: Belk Center Adult Learning Guidebook for Community Colleges

Cost of Attending College

$63,500

Median Household Income in VT (2020)

VT median household Income is $1.5k below the national median household income of $65k

Source: Burning Glass

$61,380

Vermont Livable Wage

One Adult & 1 Child

($29.51/hour)

Vermont Legislative Joint Fiscal Office. January 2021. Vermont Basic Needs Budget & Livable Wage Report

$41,098

Average Income of CCV FAFSA Completers (AY2022)

$24,091

Average Income of CCV Pell Eligible Students (AY2022)

$19,002

CCV FT Cost of Attendance

Source: National Center for Education Statistics (NCES)

$6,895

Full-Time Pell Grant

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Supporting Academic Success & Career Readiness

Guided Pathways Pillar I

Clarify Pathways to Students' End Goals

Art & Design   Learn More →

Business   Learn More →

Healthcare   Learn More →

Human Services   Learn More →

Information Technology   Learn More →

Liberal Studies   Learn More →
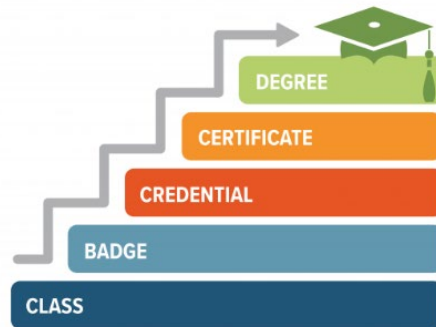
Manufacturing   Learn More →

STEM Studies   Learn More →

Supporting Academic Success & Career Readiness

GP Pillar I

Clarify Pathways to Students' End Goals

PATHWAYS AT CCV

CCV courses can lead to digital badges, credentials, certificates, and degrees. Students are able to earn credentials while working toward a degree.

Business Programs

Degrees

- Accounting +
- Business +
- Professional Studies +

Certificates

- Bookkeeping +
- Entrepreneurship +
- Funeral Director +
- Human Resources Management +
- Workplace Skills +

Credentials

- Digital Marketing
- Bookkeeping – digital credential
- Human Resource Specialist
- Associate Professional in Human Resources (aPHR)
- 21st Century Skills
- Startup 802: Entrepreneurship

Accounting Certification

- NACPB Accounting Certification
- NACPB Bookkeeping Certification
- Certified Customer Service Professional
- NACPB Certified Public Bookkeeper License
- NACPB Payroll Certification
- NACPB Quickbooks Online Certification

Transfer Pathways

Supporting Academic Success & Career Readiness

Guided Pathways Pillar II
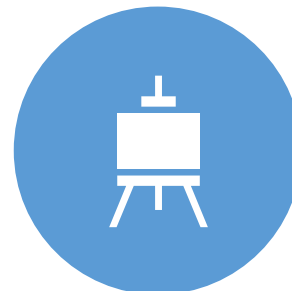## Help Students Choose & Enter Pathways

Real-time Labor Market & Occupational Information on CCV's Website

Career learning essential objectives (EOs) embedded in all introductory courses

All students enrolled in Career Communities
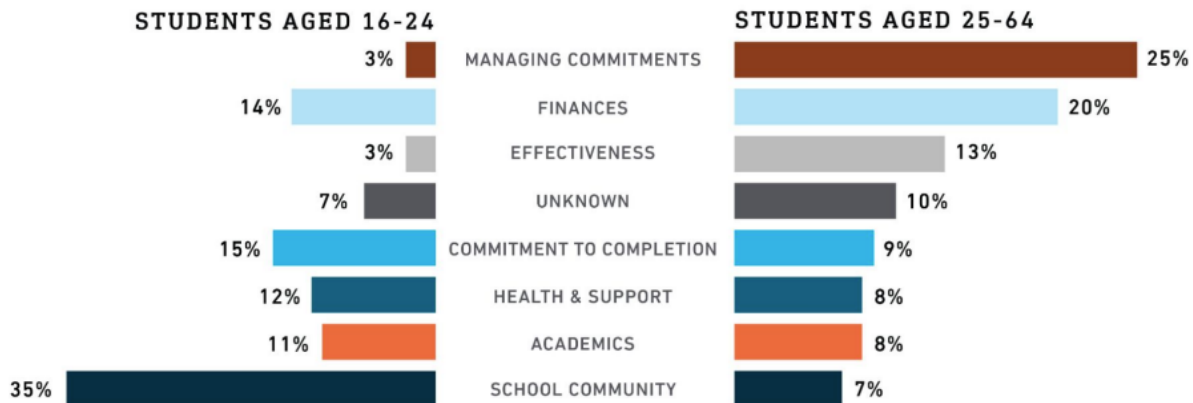
24 ready-to-go career development activities in Canvas Commons

37

Supporting Academic Success & Career Readiness

Guided Pathways Pillar III
Help Students Stay on the Path

Evidence-based Success Coaching &Academic Advising

Supporting Academic Success & Career Readiness

Guided Pathways Pillar III
Help Students Stay on the Path

Access

Students have 6 attendance options to meet their needs

24/7 Online Tutoring

Drop-in CCV Learning Center Support Services, in-person and online

Chat Service

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Supporting Academic Success & Career Readiness

Guided Pathways Pillar III
Help Students Stay on the Path

Stackable Credentials

Spreadsheets

Issued by Community College of Vermont

Earners of this badge are able to build a variety of spreadsheets using simple and complex formulas, functions, graphics, database features, sorts, linkages within spreadsheets and between spreadsheets, and macros.

Learn more

Skills

| Data Analysis | Data Visualizations | Excel | File Management | Spreadsheet Formatting |

| Spreadsheets |

Earning Criteria

☑ Complete readings and assignments in 15 modules. Topics include spreadsheets basics, cloud file management, formatting and efficiency tools, conditional formatting, in-cell graphing, advanced functions, tables and ranges, forms, formula auditing, working between sheets and books, charts and graphs, maps, data integrity, subtotals, validations, working across worksheets and workbooks, excel forms, hyperlinks and office integration, pivot tables, what if analysis, and data security.

☑ Apply knowledge of spreadsheets concepts through a series of quizzes.

⦿ Develop 6 projects that apply knowledge of spreadsheets to a real-world scenario. Topics include functions and sparklines, essential skills, data visualization, creating a Google Map from a spreadsheet, Excel 2D or 3D map, and advanced functions.
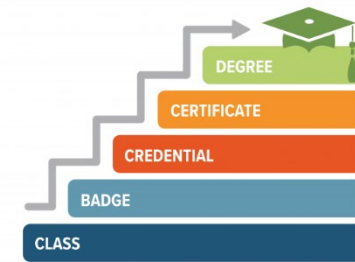
PATHWAYS AT CCV
CCV courses can lead to digital badges, credentials, certificates, and degrees. Students are able to earn credentials while working toward a degree.

DEGREE
CERTIFICATE
CREDENTIAL
BADGE
CLASS

Supporting Academic & Success Career Readiness

Guided Pathways Pillar III
Help Students Stay on the Path

Stackable Credentials

21st Century Skills
Community College of Vermont
8

Bookkeeping
Community College of Vermont
5

Startup 802: Entrepreneurship
Community College of Vermont
9

Digital Marketing
Community College of Vermont
5

Medical Billing & Coding
Community College of Vermont
4

Human Resource Specialist
Community College of Vermont
7

Cybersecurity
Community College of Vermont
6
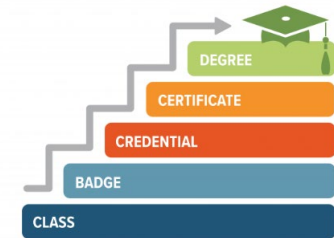
PATHWAYS AT CCV
CCV courses can lead to digital badges, credentials, certificates, and degrees. Students are able to earn credentials while working toward a degree.

DEGREE
CERTIFICATE
CREDENTIAL
BADGE
CLASS

41

Student Success Framework

Student Outcomes

Learning

Equity

Transfer

Workforce Alignment

42
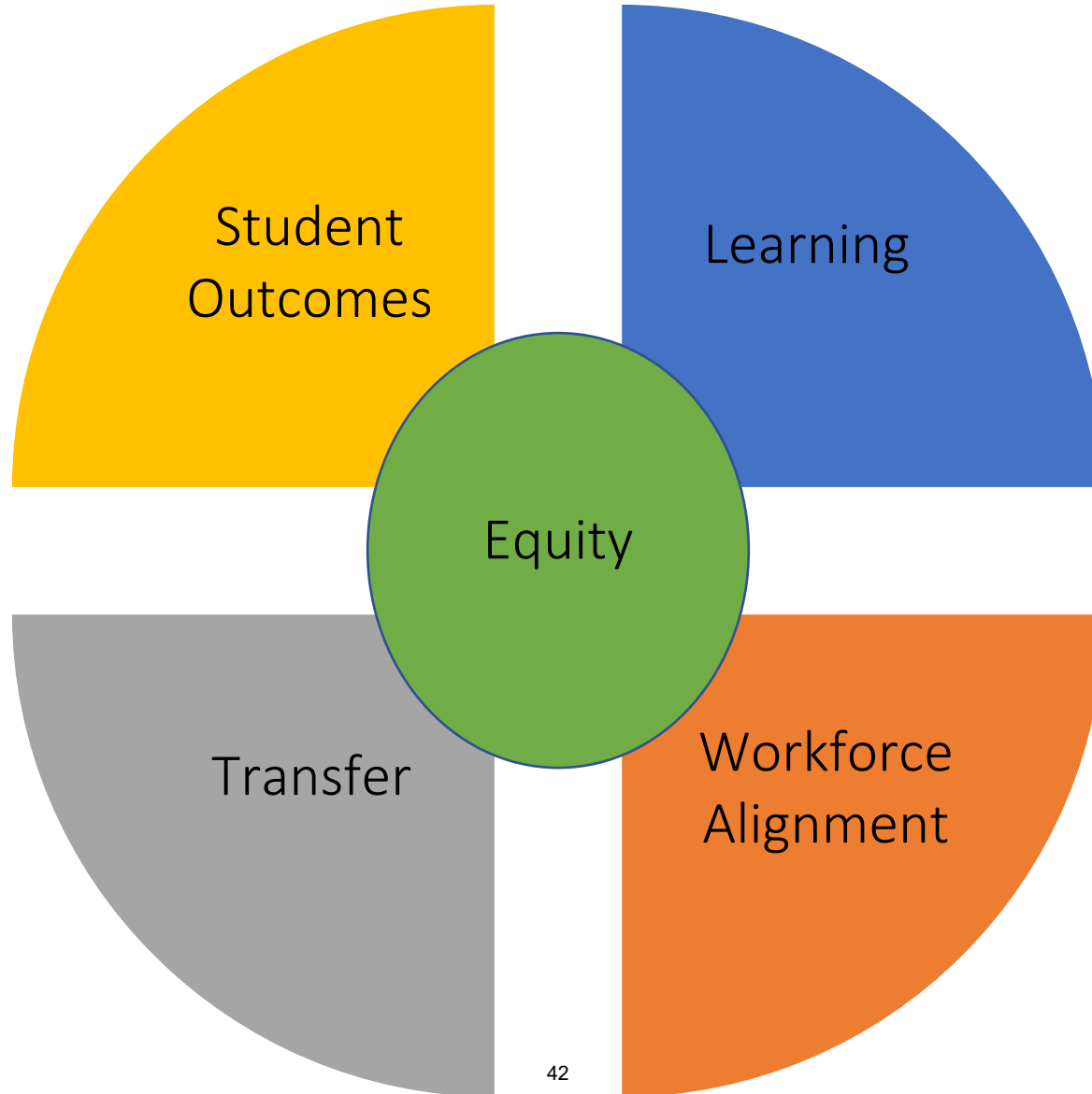
CCV Strategic Institutional Goals

Focus on Part-Time Students → Momentum → Retention → Graduation

Increase Momentum of Part-time Students

Achieve a 5 percent increase in the share of degree students who enroll in 9 to 11 credits — from a recent 3-term average

Credits per Term, % of Students
Program: **All**

Target: 17.9%

*Apex of Covid-19 Pandemic

44

Increase Fall-to-Fall Retention of Part-time Students

Achieve a 5 percent increase in the year-1 to year-2 retention rate for entering part-time degree students — from a recent 3-year average

Retention Rate of Entering Part-Time Degree Students (2016-2019)

Retention Rate of Entering Part-Time Degree Students (2016-2019)

Target: 39.0%

38.00%

35.30%

38.00%

35.80%

2016   2017   2019   2020

*Apex of Covid-19 Pandemic

45

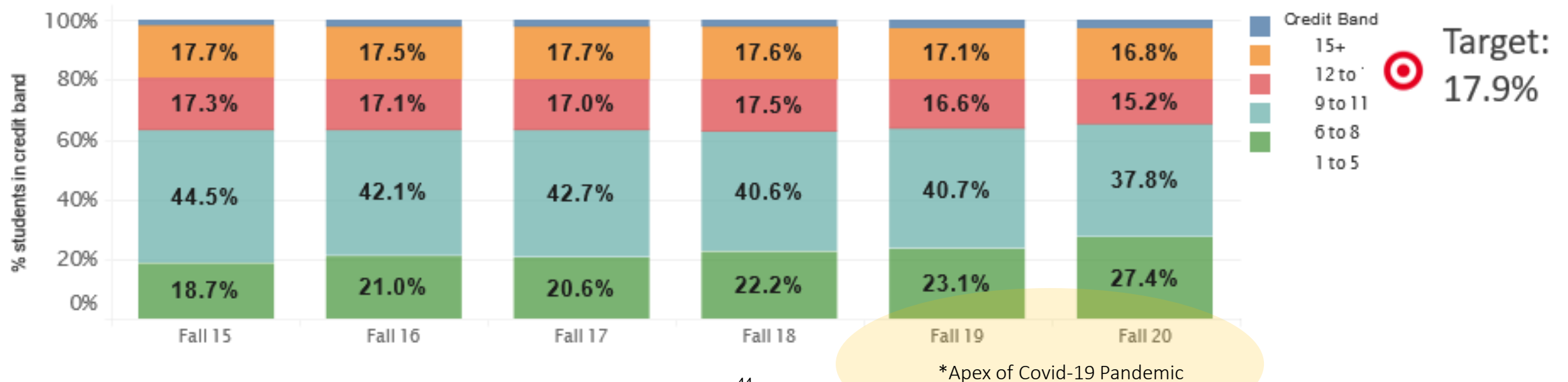# Increase 3-Year Graduation Rate of Part-time Students

Achieve a 5 percent increase in the share of degree students who enroll in 9 to 11 credits — from a recent 3-term average
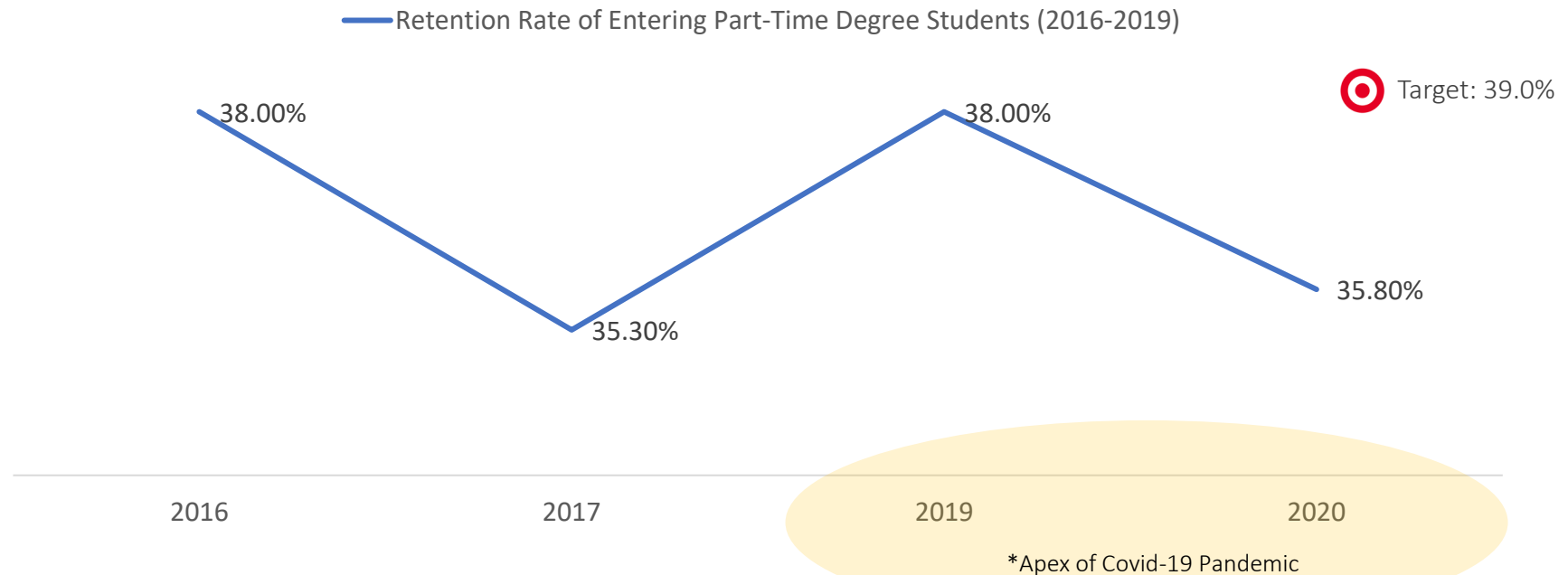

3-Year Graduation Rate of Part-time Degree Students

Target: 9.3%

*Target met for 2017 PT cohort
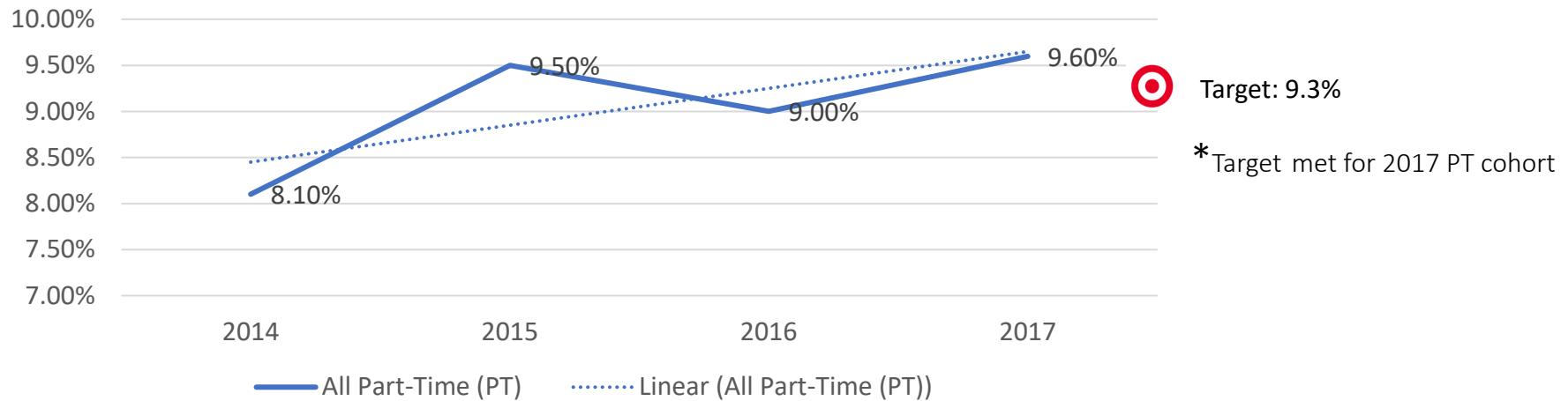
Questions?

ITEM 4:

Draft Resolution honoring academic transformation faculty leadership

VERMONT STATE COLLEGES SYSTEM

BOARD OF TRUSTEES

RESOLUTION 2023-001

Resolution Honoring the Shared Governance Leadership of Faculty Assemblies

WHEREAS,   The moderators of the four Faculty Assemblies, Preston Garcia of Castleton, Janet Bennion of NVU-Johnson, Dan Daley of NVU-Lyndon, and Joan Richmond-Hall of Vermont Tech, have been working collaboratively since 2021 to guide transparent, inclusive work on curriculum review and governance for Vermont State University; and

WHEREAS,   The four Faculty Assembly moderators have worked effectively with the support of administration and the VSC Faculty Federation President Chris Reilly and delegate Julie Theoret; and

WHEREAS,   The four Faculty Assembly moderators have benefitted further from the expertise and extensive coordination efforts of their "leader among equals," Joan Richmond-Hall; and

WHEREAS,   The significant effort and commitment by all these faculty leaders has resulted in increased understanding and trust across the individual faculty communities forming Vermont State University and fostered effective, coordinated action during this challenging period of transition; and

WHEREAS,   These faculty leaders have additionally led and supported the significant and coordinated efforts of the four Faculty Assembly Curriculum Committee Chairs and their members, the General Education group, and Graduate Council members, collectively a group of over 35 faculty dedicated to the work of curriculum reviews this fall; and

WHEREAS,   These faculty leaders have further established a common meeting schedule and digital communication strategies to share and support review of all optimized academic programs and general education for the future Vermont State University; and

WHEREAS,   The work of the Faculty Assemblies collectively this fall has resulted in successful, substantive reviews and approval recommendations for all programs and the foundation for Vermont State University's Connections General Education Program; and

WHEREAS,   Notwithstanding the significant work that still lies ahead for Faculty Assemblies to establish a final unified faculty governance model for Vermont State University among other matters, the work accomplished to date is unprecedented in scope and achievement and highly deserving of recognition by the Board; therefore be it

RESOLVED, The Vermont State Colleges Board of Trustees expresses its sincere appreciation to each of these faculty members for their significant leadership efforts, as well as to all faculty for their service in support of the creation of Vermont State University's academic program, for the benefit of its thousands of students and the State of Vermont.

Be it Approved: January 23, 2023

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Eileen "Lynn" Dickinson, Chair of the Board of Trustees

ITEM 5:

Policy 107A Posthumous Degrees

Title		Number	Page
POSTHUMOUS DEGREES		107A	1 of 3
		Date **DRAFT** 12/14/22	

PURPOSE
The Vermont State Colleges seek to recognize the academic achievements of students who were enrolled at a member institution at the time of their death, and to commemorate those achievements for the benefit of their family, friends, and broader community. Thus, procedures and criteria for awarding posthumous degrees are required.

APPLICABILITY
This policy applies solely to the award of degrees to students enrolled in degree programs at a Vermont State Colleges member institution at the time of their death. For honorary degrees, see Policy 107: Honorary Degrees.

DEFINITIONS
    A.   Nearing Completion
An undergraduate student is "nearing completion" of their degree if they have completed 75% of the total credit hours required for their degree or 50% of the credit hours required for their major. A graduate student is "nearing completion" of their degree if they have completed 75% of the total credit hours required for their degree or if they have completed all degree requirements except for their culminating paper, project, or experience.

    B.   Good Academic Standing
A student who is in "good academic standing" is not on academic warning, probation, in jeopardy of dismissal, or suspended.

STATEMENT OF POLICY
This policy establishes consistent criteria and procedures for awarding posthumous degrees to students who are enrolled in a Vermont State Colleges member institution at the time of their death.
    A.   Criteria for Awarding Honorary Degrees
The President of a Vermont State Colleges member institution may, at their discretion, award posthumous degrees if:
- Undergraduate Degrees:

- o At the time of death, the student was enrolled in courses required for the completion of the degree and nearing completion of work required for award of the degree;
  - o The student was in good academic standing; and
  - o A favorable recommendation for award of the degree is made by the student's major department and the Chief Academic Officer.
- Graduate Degrees:
  - o At the time of death, the graduate student was nearing completion of the work required for the degree;
  - o The student was in good academic standing; and
  - o A favorable recommendation for award of the degree is made by the student's major department and the Dean of the Graduate School.

B.   Procedures

Any member of the Vermont State Colleges community or a family member of the deceased may recommend a student for a posthumous degree. If the request is initiated by someone outside of the student's family, a representative from the VSCS must obtain approval from the student's family before proceeding with consideration.

The request must be submitted to the Chief Academic Officer of the institution in which the student was enrolled. The CAO will verify the death of the student and investigate the student's enrollment status and progress towards degree, in consultation with the department chair of the student's major. Once these steps are complete, the CAO will submit the request to the President.

The CAO will advise the individual who made the request of the final decision. If the final decision is favorable, and the request did not originate from the family of the deceased, the CAO will also notify the family.

C.   Time of Award

A posthumous degree will typically be awarded at the next regularly scheduled commencement ceremony and presented to a member of the student's family or their representative. The commencement program will note that the degree was awarded posthumously. A posthumous degree may also be presented to the family in a private setting by an appropriate Vermont State Colleges representative.

D.   Extraordinary Circumstances

Requests to award degrees to students who don't meet the above criteria may be considered in extraordinary circumstances. Exceptional service to the Vermont State Colleges, a lasting impact on the VSCS community, or exceptional achievements in other arenas of the deceased student's life may be considered to supplement progress to degree.

E.   In-Memoriam Certificate

A deceased student who does not meet the criteria for a posthumous degree may be awarded an In-Memoriam Certificate acknowledging their achievements and contributions to the VSCS community. Students may be awarded an In-Memoriam Certificate if:

- At the time of death, the student was enrolled in courses required for the completion of a degree;
- The student had completed at least one full-time semester at a Vermont State Colleges institution; and
- The student was in good academic standing.

Signed by:

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Sophie Zdatny, Chancellor

Date	Version	Revision	Approved By
1/23/2023	1.0	Adopted	VSCS Board of Trustees

ITEM 6:

Draft Resolution Authorizing EPSL Liaisons

VERMONT STATE COLLEGES SYSTEM
BOARD OF TRUSTEES
RESOLUTION 2023-002

Establishment of EPSL (Education, Personnel, and Student Life) Committee Liaisons

WHEREAS,   The Vermont State College System is undergoing system transformation; and

WHEREAS,   The VSC Board of Trustees' Education, Personnel, and Student Life Committee (EPSL) has primary responsibility for the development and implementation of policies related to academic affairs, personnel, and student affairs; and

WHEREAS,   EPSL's areas of responsibility are most closely connected to the work of faculty and staff, so that establishing a formal role and supportive organizational structure for EPSL to be directly informed by faculty and staff perspectives is desirable; and

WHEREAS,   Staff and faculty participation in governance groups occurs at Community College of Vermont (CCV) via its Academic Council and College Council, and similar groups are anticipated to be established for the future Vermont State University (VTSU); and

WHEREAS,   The respective governance groups at each VSC institution can provide an appropriate mechanism for liaisons to solicit input for feedback to EPSL; therefore be it

RESOLVED, That the VSC Board of Trustees authorizes the establishment of four EPSL Committee Liaisons (CCV staff, CCV faculty, VTSU staff, and VSTU faculty), pursuant to Article VI, Section 3 of the VSC Bylaws, to serve as *ex officio* non-voting Committee members; and be it further

RESOLVED, That the roles and responsibilities of EPSL Committee Liaisons will include receiving materials and projected topics in advance of committee meetings, attending EPSL meetings, identifying to the EPSL Chair and Chancellor those topics of particular interest to faculty or staff for EPSL's consideration, and as appropriate to the topic, soliciting input from faculty and staff; and be it further

RESOLVED, That the VSC Board of Trustees directs the Presidents of CCV and VTSU to identify and support the participation of staff and faculty as EPSL Committee Liaisons through their respective governance groups; and be it further

RESOLVED, That the VSC Board of Trustees directs the Chancellor or the Chancellor's designee to ensure regular communication with EPSL Committee Liaisons on projected EPSL agenda topics in fulfilment of their role.

Approved: January 23, 2023

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Eileen "Lynn" Dickinson, Chair of the Board of Trustees

ITEM 7:

Early College Data Update

Enrollment in Early College & VAST Programs

ACADEMIC YEAR 2022-2023	Early College						
	CCV	CU	NVU	VTC	Total EC	VAST	Total
Fall 2022	198	54	37	0	289	62	351
ACADEMIC YEAR 2021-2022	Early College						
	CCV	CU	NVU	VTC	Total EC	VAST	Total
Fall 2021	140	37	45	0	222	40	262
Spring 2022	137	36	39	0	212	36	248
Full AY students	137	36	39	0	212	36	248
Fall-Spring Continuation Rate							95%
ACADEMIC YEAR 2020-2021	Early College						
	CCV	CU	NVU	VTC	Total EC	VAST	Total
Fall 2020	181	40	45	0	266	49	315
Spring 2021	161	39	38	0	238	40	278
Full AY students	161	39	38	0	238	40	278
Fall-Spring Continuation Rate							88%
ACADEMIC YEAR 2019-2020	Early College						
	CCV	CU	NVU	VTC	Total EC	VAST	Total
Fall 2019	160	37	48	0	245	65	310
Spring 2020	155	34	43	0	232	53	285
Full AY students	155	34	43	0	232	53	285
Fall-Spring Continuation Rate							92%
ACADEMIC YEAR 2018-2019	Early College						
	CCV	CU	NVU	VTC	Total EC	VAST	Total
Fall 2018	143	40	75	0	258	77	335
Spring 2019	136	39	72	0	247	73	320
Full AY students	136	39	72	0	247	73	320
Fall-Spring Continuation Rate							96%

Continuation Rate of Early College and VAST Students

Fall 2021	*Class of 2020-2021*			
	EC	VAST	Total	%
Returned to the VSCS	70	15	85	27%
Attended other colleges	113	20	133	42%
Total continuing	**183**	**35**	**218**	**69%**
of which:				
First-Generation Students	87	11	98	**31%**
Not First-Generation	93	22	115	**37%**
Unknown First-Generation Status	3	2	5	**2%**
Did not continue at any college	**83**	**14**	**97**	**31%**

FALL 2020	*Class of 2019-2020*			
	EC	VAST	Total	%
Returned to the VSCS	94	32	126	41%
Attended other colleges	84	22	106	34%
Total continuing	**178**	**54**	**232**	**75%**
of which:				
First-Generation Students	78	18	96	**31%**
Not First-Generation	94	35	129	**42%**
Unknown First-Generation Status	6	1	7	**2%**
Did not continue at any college	**67**	**11**	**78**	**25%**

FALL 2019	*Class of 2018-2019*			
	EC	VAST	Total	%
Returned to the VSCS	103	29	132	39%
Attended other colleges	99	35	134	40%
Total continuing	**202**	**64**	**266**	**79%**
of which:				
First-Generation Students	85	21	106	**32%**
Not First-Generation	109	41	150	**45%**
Unknown First-Generation Status	8	2	10	**3%**
Did not continue at any college	**56**	**13**	**69**	**21%**