

**Minutes of the VSCS Board of Trustees' Education, Personnel, and Student Life  
Committee meeting held Monday March 13, 2023 at 1:00 p.m. via Zoom - APPROVED**

The VSCS Board of Trustees Education, Personnel, and Student Life Committee met on Monday, March 13, 2023 via Zoom.

Committee Members present: Megan Cluver (Chair), David Durfee, Shirley Jefferson, Karen Luneau (1:11 p.m.), Mary Moran (1:20 p.m.), Perry Ragouzis

Absent: Janette Bombardier

Other Trustees present: Lynn Dickinson, Jim Masland

Presidents: Parwinder Grewal, Joyce Judy

Chancellor's Office Staff: Donny Bazluke, Network/Security Analyst  
Kellie Campbell, Chief Information Officer  
Wilson Garland, Director of Transformation  
Kathryn Levasseur, Governmental & External Affairs  
Pat Moulton, Executive Director, Workforce Development  
Jen Porrier, Administrative Director  
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  
Miranda Axworthy, Reference & Instruction Librarian, Castleton University  
Kelley Beckwith, Vice President of Student Success, Vermont State University  
Elizabeth Bergman, Interlibrary Loan Specialist, Northern Vermont University  
Pat Brougham, Faculty, Castleton University  
Leigh-Ann Brown, Faculty, Castleton University  
Sarah Chambers, Director of Learning Technologies, Castleton University  
Rich Clark, Faculty, Castleton University  
Brad Coupe, Faculty, Castleton University

Ana Gaillat, Dean of Academic Affairs, Vermont Technical College  
Charlotte Gerstein, Reference & Instruction Librarian, Castleton University  
Kim Hannon-Brobst, Reference Librarian, Vermont Technical College  
Hilary Linehan, Director of Athletics & Recreation, Vermont Technical College  
Amy Bremel, Coordinator of Advocacy, Activism, & Non-Violence Education, Castleton University  
David Mook, Faculty, Castleton University  
Alejandra Nann, Librarian, Northern Vermont University  
Billie Neathawk, Unit Chair, Staff Federation, Castleton University  
Jean-Paul Orgeron, Research Librarian, Northern Vermont University  
Maurice Ouimet, Vice President of Admissions, Castleton University  
Katherine Penberthy, CCV Faculty Liaison to EPSL Committee  
Lisa Pleban, Faculty, Castleton University  
Monique Prive, Acquisitions Coordinator, Northern Vermont University  
Denise Rhodes, Consultant, Finance & Registration Services, Castleton University  
Angela Sillars, Faculty, Castleton University  
Anne Slonaker, Faculty, Castleton University  
Debby Stewart, Dean of Academic Affairs, Community College of Vermont  
Stephanie Traverse, Access Services Librarian, Castleton University  
Sarah Truckle, Vice President of Business Operations, Vermont State University  
Beth Walsh, President, VSCUP, Northern Vermont University  
Heather Weinstein, Dean of Strategic Initiatives and Student Affairs, Community College of Vermont  
Erin Wetherell, CCV Staff Liaison to EPSL Committee

From the Public:

Adam Grinold, Executive Director, Brattleboro Development Credit Corporation

1. Call to Order

Chair Cluver called the meeting to order at 1:02 p.m. Chair Cluver welcomed the staff liaisons from CCV and mentioned there is still some work remaining to establish liaisons for the future VTSU but that representative leaders from the future VTSU attend and contribute.

2. Approval of January 9, 2023 Meeting Minutes

**Trustee Jefferson moved and Trustee Ragouzis seconded the motion to approve the January 9, 2023 meeting minutes. The motion was approved unanimously.**

3. Approval of Revised Honorary Degree Resolution

Chair Cluver presented the revised Honorary Degree Resolution, stating that the updates were requested by the family of the honoree to correct and clarify some of the original details.

**Trustee Ragouzis moved and Trustee Jefferson seconded the motion to recommend to the Board the approval of Resolution 2022-018, Northern Vermont University Conferral of Honorary Degree. The motion was approved unanimously.**

4. Workforce Development Update

Chair Cluver explained that workforce development is a key priority for EPSL. Chair Cluver then introduced Adam Grinold, in his professional role as Executive Director of the Brattleboro Development Credit Corporation and Chair of the Vermont State Workforce Development Board. Mr. Grinold gave an overview of the workforce development system in Vermont, with some important background of the system. He then went on to discuss the future of jobs and how Vermont and the workforce must upskill to meet the projected needs.

Pat Moulton, Executive Director of Workforce Development, reiterated Mr. Grinold's assertion on the importance of STEM education and strong foundational math and English skills for the upcoming work force. With many job openings, employers are seeking to upskill their current employees. Apprenticeship solutions have also become popular for job seekers. Ms. Moulton continued on to report on her recent projects, contracts and contacts.

5. Academic Transformation Updates

a. NECHE Progress Report

Chief Academic Officer Yasmine Ziesler shared that the second of three progress reports is due to NECHE, the regional accreditor, on March 24th. For each report, NECHE asks for updates on a number of items, but in particular, the focus is on two items: the budget and enrollment projections and the elimination of structural deficit, and the development of a hybrid operational model for Vermont State University. With regards to the first item, in this report, based on the first-pass budget discussed last month at the Finance and Facilities committee meeting, the five-year projection identifies a need to achieve an additional \$2.7M in structural savings through a combination of increased revenues and expense reductions to fully eliminate the structural deficit. As for the development of VTSU, there is much progress to report, through the work of faculty on developing Face to Face Plus courses and student success teams such as advising and

career development. The report is also candid about the significant discussion and concerns raised in response to the digital libraries announcement and is clear that there is a refined plan now being considered by our many stakeholders.

b. Faculty Governance

Dr. Ziesler then provided an update on the significant work being done by the faculty leaders and faculty assemblies to review governance models. There is a draft proposal of the governance model for review that will be voted on before the end of the academic year. Chair Cluver requested a further update at the next EPSL meeting.

c. Student Association

Trustee Ragouzis provided an update on the student governance models being considered for VTSU. He shared that there are priorities set by the students including associating a micro-credential with student leadership services. This might include a documentation of the soft skills developed in leadership services in student government. Additionally, there is a hope to create a model across all five campuses to create fluidity between the clubs and organizations to maintain a set of standards for all campuses. Trustee Ragouzis looks forward to having a strong student government with strong leadership potential involved on each campus, knowing this will bolster the transformation process.

d. Proposed Revisions to VSC Academic Policies 108 and 111

Dr. Ziesler provided information about the revisions to policies 108 and 111, stating that both represent changes that bring practices and transfer credit into stronger alignment between Community College of Vermont and VTSU. These revisions will establish more clarity about the shared courses and academic transcript for all VSC students. These revisions are only informational for the committee currently.

e. Libraries

Chancellor Zdatny took a moment to recognize and acknowledge that the original announcement regarding the libraries did not unfold as intended, but the significance of decisions such as this show the importance of learning from the past as we go forward. This highlighted the value of working with internal communities before final decisions are made. The Chancellor also emphasized the state's mandate – that the VSCS must reduce its structural deficit by \$25 million over five years. Feedback and input has been critical in helping to shape the revised plan for the libraries. Provost Atkins shared a presentation on the refined libraries plan draft which can be found [here](#).

6. Comments from the Public

The committee heard comments from the public for fifteen minutes. All comments were focused on the proposed changes to the libraries at Vermont State University.

7. Executive Session

**At 3:08 p.m. Trustee Cluver moved that the Committee enter executive session pursuant to 1 V.S.A. § 313(a)(3) to discuss the appointment and employment of public officers. It was further moved that the Committee enter executive session, pursuant to 1 V.S.A. § 313(a)(1)(D) to discuss grievances, 1 V.S.A. § 313(a)(1)(E) to discuss pending 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, the Board invited the Chancellor, the Presidents, and the General Counsel to attend the executive session. Trustee Moran seconded the motion and it was approved unanimously.**

The committee exited executive session at 4:12 p.m. and took no action.

8. Other Business

Chair Cluver thanked President Grewal, President Judy, Chancellor Zdatny, and their staff for leading the work through this transformation. Chair Cluver went on to thank the faculty for their dedication and hard work on the faculty governance while also serving the students. She continued, thanking the students and Trustee Ragouzis for bringing the student perspective into the conversation, as their voices and ideas are critical to the transformation process.

There was no other business.

Chair Cluver adjourned the meeting at 4:15 p.m.