



Vermont State University

Board of Trustees Meeting, September 18, 2023
Kelley Beckwith, VP of Student Success

Agenda

- A. Transformation Phase 1 Accomplishments
- B. Student Success Priorities 2023 -2024
 - 1. Implement Shared Advising Model
 - 2. Target Outreach and Programming
 - 3. Embed DEISJ
- C. Transformation Phase 2 Plans

Student Success

Advising

Career Development
Internships
International Student
Services
Study Away/Abroad

Academic Support

Tutoring
Multilingual Student Services
Educational Opportunity
Programs
Disability Services

Student Life

Residence Life
Student Government
Student Activities
Health & Wellness
Public Safety

Athletics

Varsity
Intramurals
Club Sports
Fitness
Recreation

Diversity, Equity, Inclusion, and Social Justice

Transformation Phase 1

Accomplishments 2022-2023

Models/Policies

- Advising Model launched
- Single University Handbook
- New Budget Allocations
- Streamlined Student Success Resources
- DEISJ Review/Integration
- 24/7 University Forms
- VTSU Retention & Completion Committee

People/Staffing

- 150+ job descriptions
- 50+ Office Moves
- Majority in new positions
- Mostly new reporting lines
- Consolidated Departments
- Much Change Management
- Support to boost morale
- VTSU Phone tree
- New Departmental Emails

Systems

- 1400+ new students registered
- 1500+ housing contracts
- 1300+ parking permits
- 300 Partner Employers
- 200 Students hired
- 24/7 free online tutoring
- RAVE alert system
- Disability Services Records
- Expanded Study Away
- EHR system selected
- & More!

Student Success Priorities

2023 – 2024

Implement the shared
advising model.

Target outreach and
programming to improve
student outcomes.

Embed DEISJ throughout
Student Success and the
university.

Retention Targets

One-year Retention Rates Federal Cohorts	October 15, 2022 (Mean Cohort Rates Fall 2012 - Fall 2021)	Target October 15, 2024
All students	67%	70%
Men	65%	67%
BIPOC	60%	63%
Pell	64%	66%

Implement Shared Advising Model

Objectives

- Implement team-based holistic model ensuring proactive advising based on needs.
- Provide streamlined, accessible systems and info for transactional aspects of advising

Metrics

- 100% Advisor Assignments & Onboarding meetings
- 3 Key meetings between SSA and advisee in each semester
- Early alert follow up < 3 days
- 75% faculty participation in early alerts (new students)
- 50% complete advising survey; 30% attend follow-up meeting

Methods

- SS & E/Aviso system for communication/tracking
- Collaboration with Faculty Advisors/Integration with Connections
- New Student Advising Survey
- Training & Professional Development
- Complete College America Accelerator Project

Target Outreach and Programming

Objective

- Decrease achievement gaps for men, Pell-eligible, and BIPOC students.

Metrics

- Increase fall to fall retention rate for men, Pell-eligible, and BIPOC students
- Hold additional advising meetings for target populations and track engagement/response
- 75% of functional areas implement a program for a target population each semester

Methods

- Team-building, Culture Shift, Professional Development
- Assessment & Continuous Improvement
- Complete College America Accelerator Project
- Implement Campus Climate Survey
- Continue TRIO Services

Embed Diversity, Equity, Inclusion & Social Justice

Objective

- Increase sense of belonging and safety for multiple student groups (i.e., BIPOC and LGBTQIA+ students)
- Increase understanding of the experiences and perceptions of all members of the community related to DEISJ

Metrics

- Demonstrate increased sense of belonging and safety for multiple student groups between fall and spring
- Show greater awareness of DEISJ vision and use of tools among faculty & staff between fall and spring

Methods

- Develop consistent DEISJ review of communications and policies
- Launch University-wide DEISJ Committee
- Embed DEISJ contacts on each campus
- Implement Campus Climate Survey
- Launch DEI Dashboard

Transformation Phase 2 Plans 2023 - 2024

Priorities

- Retention Strategy, Planning & Operations
- Implement a cohort-based forecasting model
- Res Life Optimization & Alternative Housing Pilot
- Student Government & Student Activities Optimization
- Student Communications Strategy & Systems

Projects

- SS & E/Aviso training and best practices
- CARES teams practices, tracking, reporting
- Remote Mental Health decision
- Emergency Management Plan roll out
- Fitness, SHAPE, intramurals
- Complete College America Accelerator

Systems

- PyraMed implementation
- Handshake Single Sign-on
- Experiential Learning process optimization
- Student Success Resources Improvements

Thank you!