



# VERMONT

— STATE COLLEGES SYSTEM —



## House Education

Sophie Zdatny, Chancellor

Parwinder Grewal, President of Vermont State University

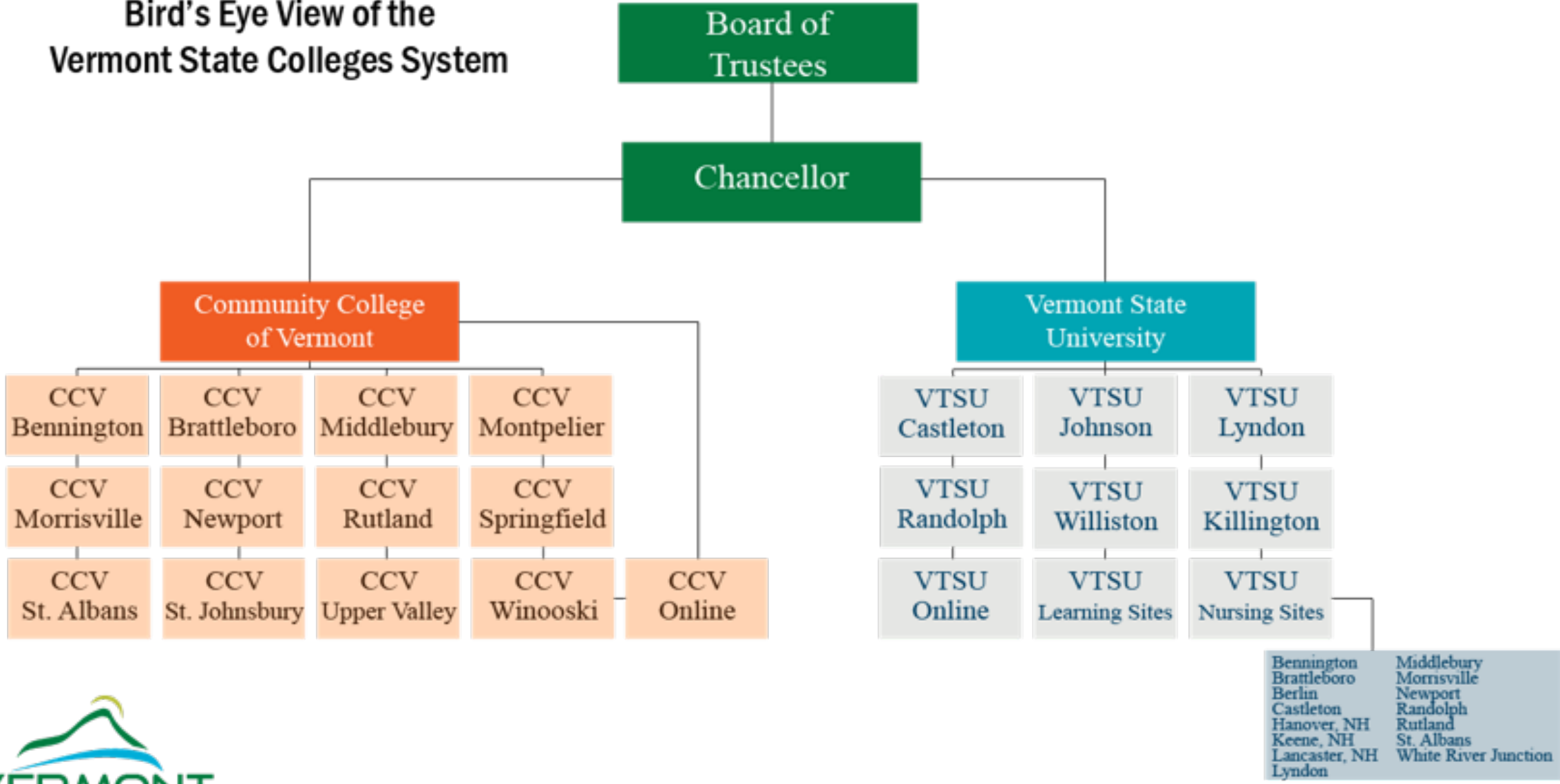
Katherine Levasseur, Director of External and Governmental Affairs



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# Bird's Eye View of the Vermont State Colleges System



# Transformation

# “Think higher education can’t ‘transform’ itself? Meet Vermont State University.”

- Inside Higher Education, August 24, 2022

[From 3 struggling public colleges, a new university emerges \(insidehighered.com\)](https://www.insidehighered.com)

# Disruption Required to Transform the VSC

- Leveraging hybrid service approaches and technology to change the access and value equations for students
- Building on the unique strengths of higher education to strengthen connections with communities, employers, and the State

Theoretical knowledge + critical thinking + practical experience

Portfolio of applied learning and career readiness skills

- Increasing the return that the State receives for its investment in higher education through efficiency, workforce focus, and growth

# Three Interlocking Transformation Objectives

## Create Vermont State University

- Statewide student access
  - Better tuition value
  - Programs & modalities
  - Campus experiences
- Community-based learning
- Student success central
- High-quality program array
- Five university-wide colleges
- Critical occupation focus

## Streamline Admin Operations

- Shared services (IT, HR, Finance)
  - Reduce admin burden
  - Better service for students and faculty
  - Technical specialization and economies of scale
- Stable and responsive systems
- Facility utilization & right-sizing
- System-wide library

## Reengineer Workforce

- Proactive employer engagement
- Align programs and processes
- Embed credentials in programs
- Hybrid and distributed learning
- Expand critical occupation focus
- Executive Director of Workforce for the system

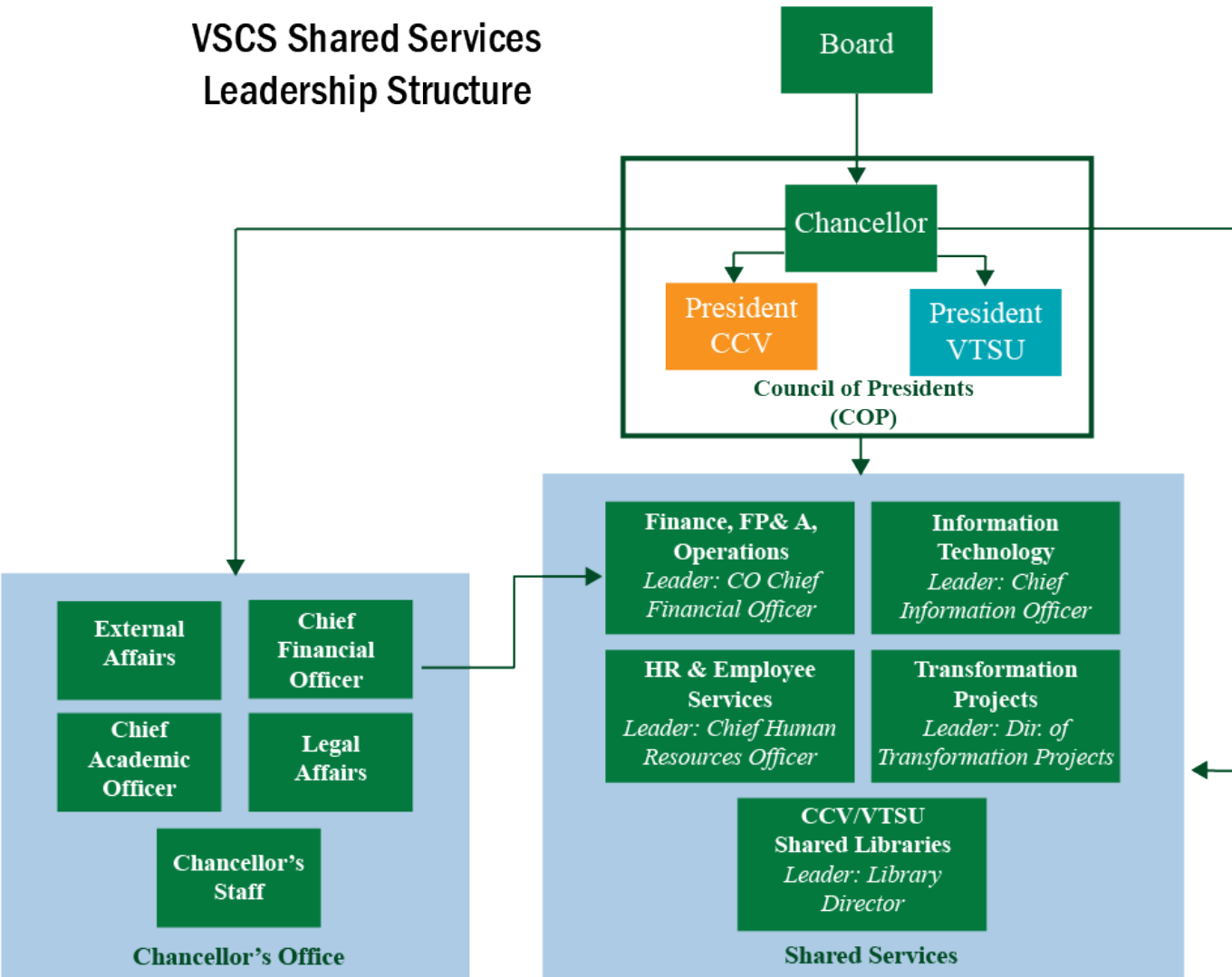
# Transformation To Date

- Fall 2020:** Legislature establishes *Select Committee on Future of Public Higher Education in Vermont*
- Spring 2021:** *Select Committee's* recommendations are finalized; adopted by the VSC Board of Trustees & the Legislature in Act 74.
- Summer 2021:** Project Management structure established for transformation; academic unification work begins.
- Spring 2022:** NECHE grants preliminary accreditation to VTSU.
- Summer 2022:** President Grewal takes the helm at VTSU.
- Fall 2022:** Shared Services launched, academic programs finalized & approved, VTSU Admissions Applications live!



# Creating Shared Services for IT, HR, & Finance/Operations

## VSCS Shared Services Leadership Structure



Allow institutions to focus on students and learning

- Reduce admin burden
- Better quality of service
- Technical specialization and economies of scale

○ Leadership of shared services are the executives in charge of each department

○ COP provides direction and guidance, establish service levels, etc.

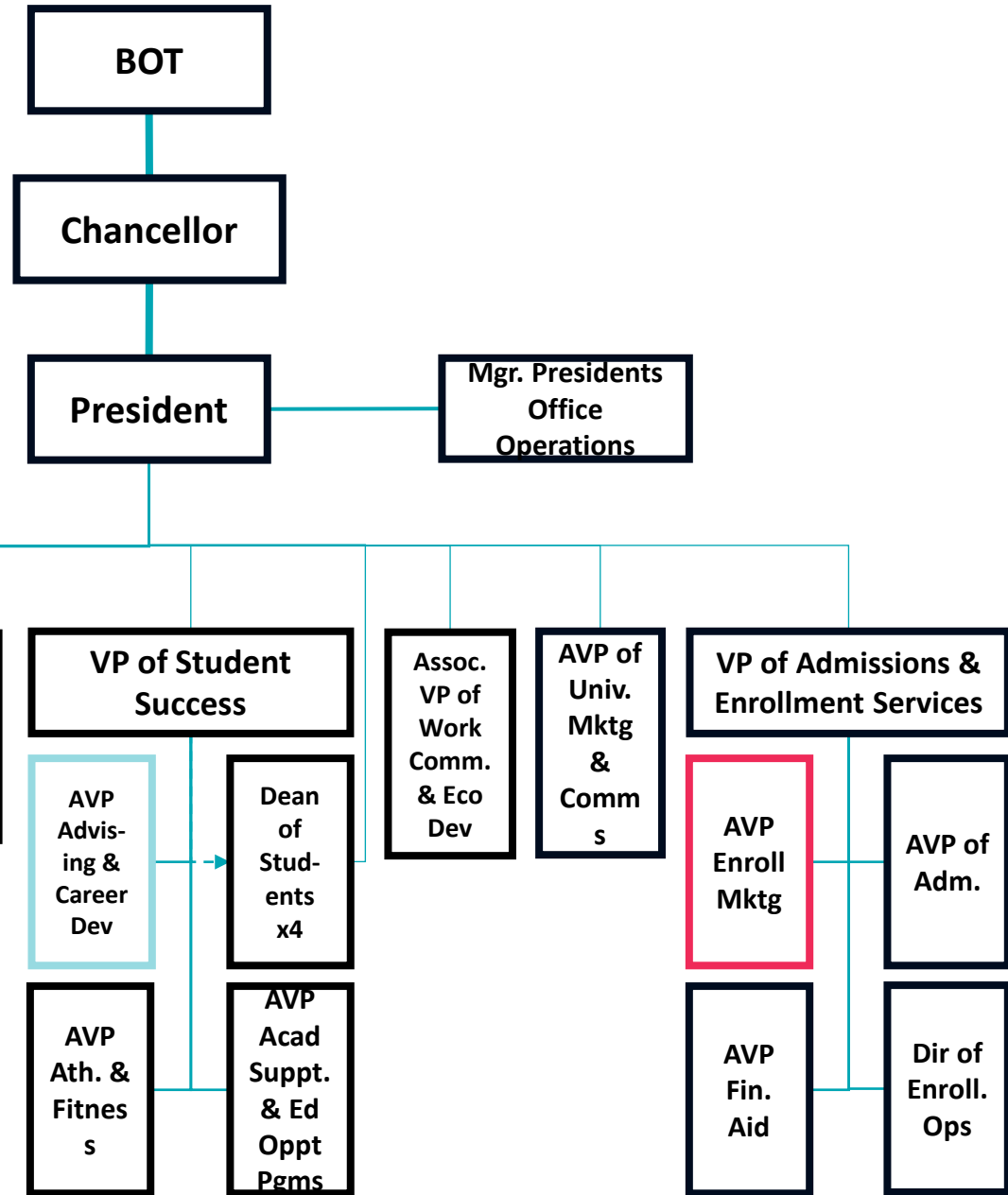
○ Shared services leaders report to the Chancellor, not the COP as a whole

# Vermont State University Strategic Priorities

1. Become the nation's first state-wide hybrid university
2. Become the nation's first fully career ready university
3. Become the nation's first community-engaged university that serves as a catalyst for rural advancement
4. Become an employee and student centric university



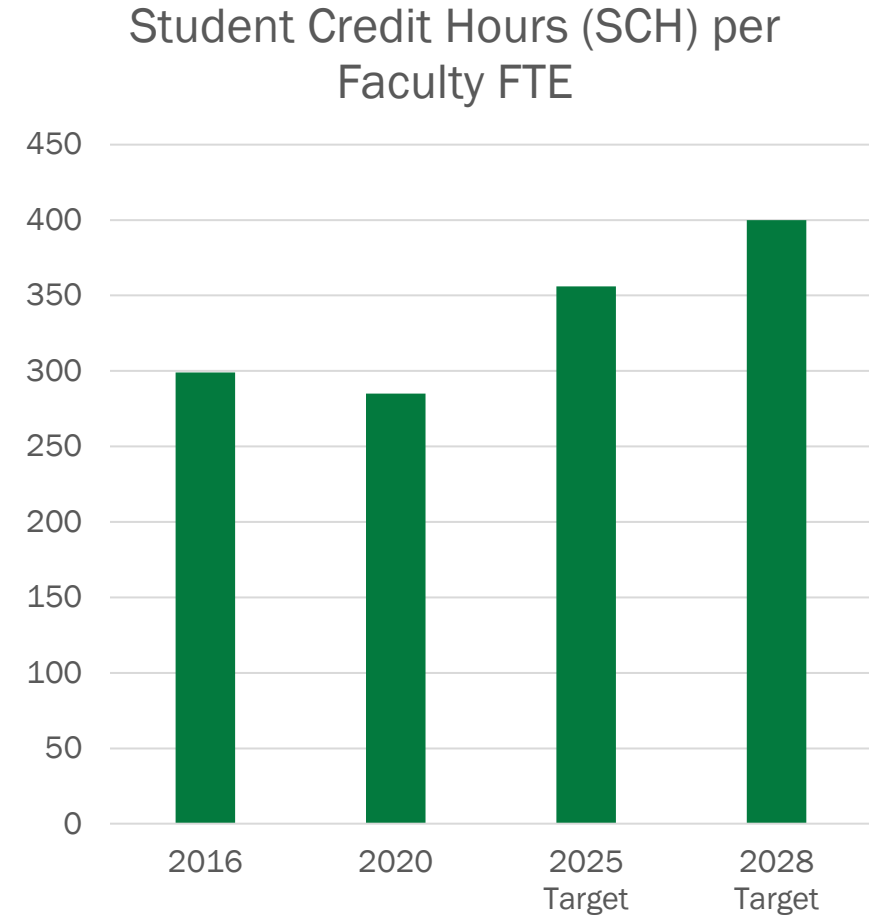
Vermont State University



  Current leader Expanded role
   Interim leader
   Filled
   Posted/Vacant

# Cross-campus, 5-school program model

- Consolidated program array simplifies options
- In-Person Plus (IP+) modalities expand access AND increase efficiency
  - 80% of programs available from more than one campus
  - Sharing sections and faculty across campuses increases utilization



# Current VSCS Tuition

Vermont State University	In State			Out-of-State		
2022-2023 Tuition	CU	NVU	VTC	CU	NVU	VTC
Undergraduate	11,832	11,592	14,712	28,800	25,680	28,128
Nursing (BSN, RN)	15,456		15,432	28,800		35,592
Dental Hygiene			18,432			28,824
Nursing LPN - 3 term			21,219			44,814
Para medicine - 3 term			21,219			44,814
Radiologic Science			26,464			52,960
Graduate	11,916	11,106	13,410	11,916	16,488	25,650

Community College of Vermont	In State		Out-of-State	
Undergraduate		6,720		13,440



# Vermont State University Tuition

The Board of Trustees of the VSCS unanimously approved a base tuition of \$9,999 for in-state and \$19,998 for out-of-state, undergraduate students.

After holding tuition rates flat for two years to address the key strategic priority of student affordability, the Board is pleased to reduce tuition by 15%, thereby lowering a barrier to access for many Vermonters and increasing the attractiveness of pursuing higher education in Vermont for out-of-state students.



# Simplified and Reduced Tuition Model to Drive Enrollment

Programs	In State			Out-of-State		
	Tuition	Supplemental Tuition	Total	Tuition	Supplemental Tuition	Total
General Undergrad	9,999		9,999	19,998		19,998
Engineering & Tech	9,999	3,713	13,712	19,998	4,713	24,711
Nursing	9,999	4,379	14,378	19,998	5,379	25,377
Other Allied Health **	9,999	6,788	16,787	19,998	7,788	27,786
Fully Online	9,999		9,999			
Graduate Programs	11,511		11,511	15,868		15,868
Room & Board increase	4%			4%		

- Reduction of 15% in published tuition for VT students
- Radical change to how scholarships & discounting are used
- New rates favor critical occupation programs (technology, engineering, and health)

\*\* Third term billed separately

# Reengineering Workforce Operations





# Vision: Qualitative Dimensions

- Executive Director of Workforce Development serves as the lead for creating and bringing in new opportunities, projects and grants executed by VTSU and CCV
- Collaborative and integrated internally, competitive externally
- Focused on credit-bearing or creditable trainings
- Leveraging non-credit as a bridge to credit
- Based on a continuum of stackable components: micro credentials to graduate degrees
- Integrated data collection and reporting

# Workforce Development Initiatives & Scholarships

# Workforce Upskilling Initiatives

	# of Students	# of Courses/ Trainings	State Investment
CRF Initiative Fall 2020	971	1,398	\$1.4 million
Workforce 2.0 Fall 21- Spring 22	1,148	2,007	\$3 million
Workforce 3.0 Fall 22	986	1,475	\$2 million

# Critical Occupations

	# of Students	State Investment
Academic Year 2021-2022	1,072	\$7.35 million
Academic Year 2022-2023	877 *Current Count	\$7.35 million

# Student Enrollment Headcount – Fall 2022

	CCV	VTSU	VSCS Total
Total Students	5,594	5,554	10,598
Full-Time	776	3,439	4,464
Part-Time	4,818	2,115	6,134
In-State	5,185	3,965	8,732
Out-of-State	409	1,589	1,866

*\*VSCS totals are unduplicated, meaning students taking courses at both CCV and VTSU are counted once in the VSCS column*

# Degrees and Credentials of Value Awarded

	CCV	VTSU	VSCS Total
Certificates	161	169	330
Associate's	401	315	716
Bachelor's		711	711
Master's		148	148
Grad. Certificate		6	6
<b>Total Awarded</b>	<b>562</b>	<b>1,349</b>	<b>1,911</b>

*2021-2022 Academic Year  
Source: IPEDS Completions Survey*

# Appendix

# Proposed tuition

## In State

Undergrad: 96% of average

Grad: 109% of average

## Out-of-State

Undergrad: 93% of average

Grad: 75% of average

All values are comparing the “general” tuition rate across each institution. Specialized programs vary.

# Tuition Comparison

Institution	Undergraduate		Graduate	
	In State	Out-of-State	In State	Out-of-State
CCSU	12,026	24,914	13,488	26,186
Plymouth	11,870	22,250	10,836	14,616
UMaine	11,940	34,080	9,738	29,214
USM	8,640	23,640	7,776	22,500
MCLA	11,580	20,525	8,406	25,236
Keene	11,754	22,663	10,278	11,808
River Valley CC	6,450	14,700		
SUNY Cortland	7,070	16,980	11,310	23,100
SUNY Plattsburgh	7,070	16,980	11,310	23,100
UVM	16,280	41,280	12,204	14,868
<b>VTSU Proposed</b>	<b>9,999</b>	<b>19,998</b>	<b>11,511</b>	<b>15,868</b>



# Southwestern Vermont Medical Center and Castleton University

## Nursing Education Partnership

In the Fall of 2019, Southwestern Vermont Medical Center and Castleton University partnered to deliver their Bachelor of Science in Nursing program, with plans to share the space with Vermont Technical College. SVMC has made a commitment to offer employment to Castleton students who satisfactorily complete the BSN program, obtain licensure, and meet pre-employment requirements. Additionally, SVMC will pay back (in full) tuition debt to those accepted employees that work six consecutive years within the health system.

**“Training and retaining the nurses of the future for the state of Vermont and SVHC is of the utmost critical need,”** stated Tom Dee, president and CEO of Southwestern Vermont Health Care. **“We are appreciative and excited to be collaborating with Castleton to develop a pathway for students to achieve an affordable, high quality education and vibrant employment opportunities.”**





# Minda Moskowitz

## Master of Arts in Education, NVU

Since Minda already held a master's degree in French from New York University, she wasn't eligible to enroll in the undergraduate Education program. In response, Northern Vermont University was able to work with the credits she had already earned, and incorporate her experience into her Master of Arts in Education. She earned her teaching licensure and endorsements in both elementary education and special education.

**“Life can begin again, at any age,” Minda said, “but you need to take the first step. Attending NVU was the perfect segue to both my second career and my new life.”**



# Ian Ford

## Nursing and Health Professions, VTC

Upon graduating high school, Ian entered the workforce rather than enrolling in higher education. He considers himself a non-traditional student, and when he did decide to return to school, he knew that he was searching for a Radiology Technician program.

**“I picked my major first. I started my search for Radiology Tech schools and came across Vermont Tech. What can I say? I fell in love. It has everything I wanted: small, local, and successful. I knew before I even started looking I did not want to be just a face in an auditorium, I wanted to know my professors and I wanted my professors to know me. The success rates and ROI of the school is great, and being able to commute instead of having to live on campus is great.”**

# GE Aviation and Vermont Technical College

## Manufacturing Technician Apprenticeship Partnership

This year, Vermont Tech had over 40 students graduate from GE Aviation's Manufacturing Technician Apprenticeship Programs. Apprenticeship programs allow students to meet the immediate need of Vermont's workforce, while being educated to become leaders inside the company.

"The biggest benefit about apprenticeship is that you learn and earn at the same time," said Patricia Moulton, executive director of Vermont State Colleges System's workforce development division. "They're not just sitting in class. They're taking what they are learning in lecture and then applying it in the lab immediately, within the same day or the next day. So, they get that context of why algebra matters, why calculus matters, those types of things."



# Hazelett Strip-Casting and CCV

## Certified Production Technician Certificate Trade Partnership

An aging workforce and fewer young workers entering the field means that the manufacturing industry nationwide, as well as here in Vermont, is suffering the effects of a skills gap. Both Tyler and Cody Schmoll, twin brothers, completed the Certified Production Technician training program offered through a partnership between CCV and Hazelett Strip-Casting Corp to upskill and train employees.

Dan Gleason, training manager for Hazelett, said the company wanted employees to understand that they viewed the training as an investment, so they sponsored a portion of it. “It was no cost to employees – we paid people to be in the class. We want to have lifelong learners here because of the constant change in technologies.”





# Trésor Mwali

## A.S. Information Technology, CCV

At home in the Democratic Republic of the Congo, Trésor Mwali was a student in medical school. He also worked a part-time job helping people with computers. Trésor worked nights while he was studying at CCV, and graduated with an associate degree in IT in 2019. After working as an intern and on contracted jobs, he landed a full-time position as a technical support specialist at the Vermont State Employees Credit Union.

**“I think CCV was the best choice for me because as a new person living in Vermont, you have a new language that you have to speak, which is different from the languages I used to speak...I think it was the best idea for me to have a small classroom where you can ask questions, [and] people are patient to listen to you. When I got a degree, that degree helped me to do what I want. Today I have a better life: I rent, I just got married two months ago, [I’m] starting a new job, getting good pay, [I] work less.”**