

VERMONT TECH



PRESIDENT'S ANNUAL REPORT

A report for the Vermont State Colleges Board of Trustees | September 2019

INTRODUCTION



We wrapped up another **fantastic academic year** at Vermont Technical College that brought a lot of **changes and**

new traditions to the college, all aimed at a brighter future for the Vermont Tech family. This fall will be second year of Vermont Tech's schools model and pride in place initiatives such as the **Freshman Knighting Ceremony** and **Homecoming Weekend**.

I am pleased, once again, to say that the **class of 2018 achieved a 99% placement rate**, with nearly all of our graduates moving on to great careers or choosing to continue their education. Of those employed, **98% have careers in their area of study**, showing that a Vermont Tech education prepares students for the future they want. Our employer partnerships with GE Aviation, GW Plastics and GS Precision, to name a few, continue to be a win-win-win benefiting the businesses, our students, and the college. I see these connections as a strong part of the future of higher education.

In the spring semester of 2019, we saw another round of **awe-inspiring capstone projects**. Subjects ranged from the fun (an AI-powered foosball table) to the educational (a cybersecurity learning tool that will help teach future students). Our students continue to participate in and win national competitions such as **Dairy Challenge** for our agriculture students and **SkillsUSA** for a multidisciplinary group of students.

I'm honored to welcome a lot of new folks to the Vermont Tech family including new members of the senior leadership team:

» **DR. ANA GAILLAT** joins us as our new Academic Dean. She moved easily into her role here given her strong background in academia. She is already contributing great new ideas.

» Our new Dean of Students, **JASON ENSER**, hit the ground running in early August. He has reorganized the Office of Student Affairs and is adding new staff who are already making a difference in the lives of our students.

» **KELLIE CAMPBELL, Ed.D.** joins us as the Chief Technology Officer and has refocused our IT activities to help drive the college forward.

» We have promoted **MARY KATHRYN JUSKEWICZ** to Associate Dean of Outreach and Support. She will be overseeing the Center of Academic Success along with other student-facing supports to help assure the best experiences for our student.

There have been additional promotions and personnel shifts within the college and I'm delighted to see **colleagues advancing their careers within the organization**. All of the folks on our team bring fresh energy and top talent to this organization.

In regards to the budget, **we ended FY19 with a small surplus and FY20 is looking optimistic** if revenues continue as predicted. Many difficult decisions made in FY19 have helped us prepare for greater stability in FY20.

I am pleased the Board is enthusiastic about **Securing the Future of the VSCS**. Our combined engagement will assure a strong future for everyone, most importantly our students. We are here to ensure their success and owe it to them to create the culture of a dedicated and secure institution that will last well into the future.

*We are all in this together and
I thank you for being a part
of the Vermont Tech family.*

Pat

TOTAL ENROLLMENT

1,584

STUDENT CLUBS & ORGANIZATIONS

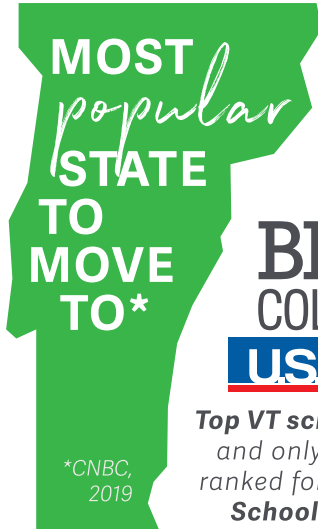
30+



GRADUATES WITH HIGHEST EARNING IN VERMONT



~ Vermont, 2019 College Scorecard, U.S. Department of Education data



*CNBC, 2019

BEST COLLEGES
U.S. News & World Report

Top VT school ranking and only VT school ranked for **Best Value School** and **Best College for Veterans**, North Region

Like Astronomy, Aviation, Bowling, Community Service, Fabrication, Multicultural, Ski & Snow Build, and more!

STUDENT TO TEACHER RATIO

15:1



COUNTRIES REPRESENTED IN STUDENT BODY

24

STUDENTS RECEIVE FINANCIAL AID



FIVE

SCHOOLS TO CHOOSE FROM

- Agriculture, Plant, and Animal Science
- Engineering and Computing
- Nursing and Health Professions
- Professional Studies and Management
- General Education

100%

PROGRAMS ARE OFFERED WITH HANDS-ON APPLIED LEARNING

48%

FIRST-GENERATION STUDENTS



JOB & ADVANCED EDUCATION PLACEMENT RATE FOR THE CLASS OF 2018

99%

AVERAGE CLASS SIZE

11

ON CAMPUS SKIING & SNOWBOARDING AT
VERMONT TECH HILL
at Randolph Center Campus



SEVEN
VARSITY SPORT TEAMS



NEAREST AIRPORT

BURLINGTON INT'L

STUDENT

INTRAMURALS

In sports like Ultimate Frisbee, Dodge Ball, 5v5 Basketball, Volleyball, Futsal/Indoor Soccer, Bowling, Skiing/Snowboarding, Flag Football, Racquetball, Floor Hockey, Rock Climbing Wall



CAMPUSES, DISTANCE, AND CLINICAL SITES

VERMONT: Bennington, Brattleboro, Lyndon, Middlebury, Morrisville, Newport, Randolph, Rutland, St. Albans, White River Junction, and Williston

NEW HAMPSHIRE: Keene and Littleton

JOB & POSTSECONDARY PLACEMENT*

All Programs 99%

Master's Degree Programs 100%

Bachelor's Degree Programs 94%

Associate Degree Programs 100%

Certificate Programs 100%

*Class of 2018



DISTANCE FROM RANDOLPH TO BOSTON

2.5 HOURS



RESIDENTIAL CAMPUSES

2

STUDENTS & STUDENT LIFE



NEW FRESHMEN ASSEMBLE OUTSIDE MOREY HALL AT THE START OF THE NEW ACADEMIC YEAR.

Enrollment

As of September 1, 2019, our **incoming class is 702 students**. This class size is approximately the same as last year, with nine fewer new students. Our newest program, **Radiologic Science**, **enrolled 27 new students**. There are 18 enrolled in the AS program and we were able to admit nine into a BS teach-out program partnership with the College of St. Joseph. Dental Hygiene, Radiologic Science, as well as many nursing sites achieved waitlist status. There were **392 Vermont high school students** who participated in dual enrollment courses.

As of September 1st, the overall headcount at Vermont Tech is slightly lower than last year. We currently have a **headcount of 1,543** versus 1,580 a year ago.

Location	2019
Bennington	35
Brattleboro	33
Dartmouth	3
Keene, NH	7
Littleton, NH	7
Lyndon	16
Middlebury	2
Morrisville	15
Newport	11
Online	9
Randolph	328
St. Albans	18
White River Jct.	8
Williston	210
Total	702



Small college. **Big outcomes.**

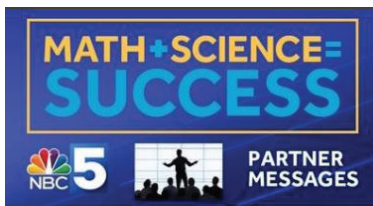
Marketing

Our marketing strategies for FY19 were a continuation of several of the previous year's successful initiatives. Reflecting the positive results of the vertical marketing investment in engineering technology programs while looking to conserve budget for other initiatives, this year's plan maintained the dedicated Admissions counselor, and direct mail and email outreach. Our **digital advertising** was redirected from support of the engineering technology keywords and phrases to a **YouTube campaign aligned with the in-market segments of the website**. This launched in the fall and provided great reach of our video content on a growing media channel. After several months of the YouTube campaign, performance was insufficient to continue the investment. The budget was redirected back to **direct program support through paid search, display and social advertising**. This improved our bounce rates and increased form submissions from the paid advertising.

Our research initiatives for FY19 included an **external branding study and a second year inclusion in the consumer preferences survey completed by Marshall Marketing of the WPTZ viewing DMA**. Findings of the branding study underscored the general awareness of Vermont

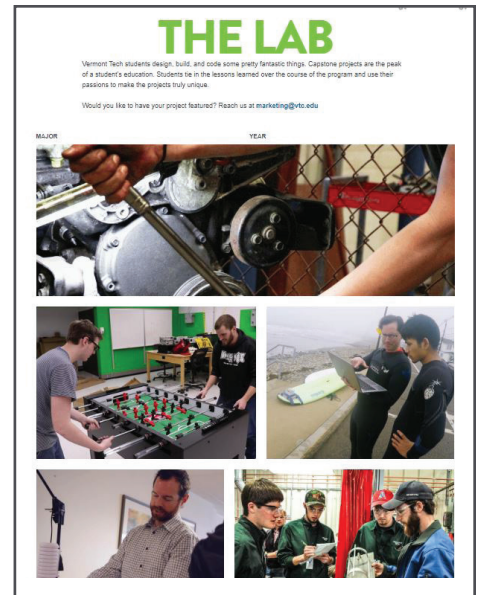
Tech's strengths as advertised in our external marketing efforts and a strong affiliation with secondary career and technical education providers. The opportunities identified from that study include **refining our marketing messaging and**

strengthening our affiliation with employers and alumni. The results of the consumer preferences study showed a **2% increase** in our overall awareness, as well as a strong position among schools known for STEM-based educational offerings second only to the University of Vermont in this unaided recall question.



On the website, we launched **The Lab**.

It's an aggregated page of the website for a portal to our capstone project video series. Done almost exclusively using internal resources, these videos are insights into the unique lives of Vermont Tech's upper-level students as they work with clients, explore new concepts, and meet budget and time



constraints. This content has been some of the most engaging of our social media feeds, as well. **The biggest work toward the end of this fiscal year was the launch of our website migration project that will carry us through FY20**. We are changing from a Drupal to a WordPress platform and redesigning some aspects of the site as we migrate. It's being led by Carrie Clement as project manager with input from the website users group and other internal stakeholders.

During December of 2018, we were performing A/B tests on the program finder which unexpectedly interrupted our Google Analytics tracking. Despite this disruption of data, **overall web users increased 3.6% and page views increased about 1% as well**. Inquiry counts increased largely due to the new method for attributing a single inquiry to multiple programs. **Applications also increased** at this last fiscal by 1% as of August 15th, showing a **strong top-of-the-funnel performance**.

EXPLORE ENGINEERING NIGHT

Admissions, in conjunction with the Engineering faculty, held our **third annual Explore Engineering event** in spring 2019 with over 60 guests in attendance. The day is designed to introduce prospective students to our diverse Engineering Technology offerings and give them a comprehensive overview of each individual program. Prospective students can choose from one of three tracks:



Bridges, Building, & the Environment



Computers & Electronics



Mechanical, Manufacturing, & Automation

With the move to the schools model, Admissions has scheduled additional "Explore" days for Agriculture, Plant, & Animal Science; Nursing & Health Professions; and Ground Transportation during the 2019-2020 academic year.

Agriculture, Plant, & Animal Science
Saturday, September 28

Ground Transportation
Saturday, March 21

Engineering Technology
Saturday, February 1

Nursing & Health Professions
Wednesday, April 1

Career Services

The Vermont Tech **class of 2018** **achieved a 99% placement rate**, with graduates going on to work or further their education. Of those who chose the path of employment, **98% had careers related to their field of study**. Career Services conducts the 6-month outcome survey every year and typically receives a very high response rate. Visit our [success rate](#) web page to see the most recent numbers.

Vermont Tech will host **three career fairs for the 2019-2020 academic year** including two fall internship and career fairs: one in **Randolph on 10/23**, and one in **Williston on 10/29**. This will be our

first time hosting a career fair in Williston. This event, staged as a trade show, brings employers together with students to discuss their companies, products, and career opportunities. It is a chance for employers and students to network and explore possibilities with each other. Vermont Tech **career fair tables have been sold out three years in a row**. The drastic rise in employer exhibitors demonstrates the growing demand for Vermont Tech graduates, not only in the state, but around

JOB & POSTSECONDARY PLACEMENT*

All Programs	99%
Master's Degree Programs	100%
Bachelor's Degree Programs	94%
Associate Degree Programs	100%
Certificate Programs	100%

*Class of 2018

the region as well. The career fair gave students and employers a chance to **begin relationships before graduation**.

Safety

Items accomplished for FY19: **campus lighting** in Randolph was finished; an RFP for new control access was conducted and a vendor identified; **new classroom locks and control access** were installed in Randolph academic buildings, Williston academic buildings, Old Dorm, and Keenan. Priorities for FY20 include plans for **adding cameras** over time in Randolph and Williston, finalizing alert beacons, and revising and adopting the video surveillance policy. The Incident Response Team conducted a tabletop exercise focused on responding to an active shooter. **ALICE (Alert Lockdown, Inform, Counter, Evacuate)** took place during the spring in Randolph and Williston and throughout the summer during Orientations.

Conduct

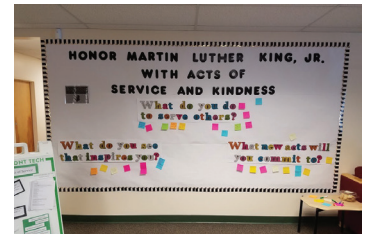
We recently revamped and **rewrote the code of conduct to be more informative for students**. Our team also developed a policy regarding students returning to campus after medical care. Currently, we are working on a draft for a policy regarding protestors on campus.

Diversity, Equity, and Inclusion

On April 19, **Zafar Abbas, an exchange student from Pakistan**, presented on his home country in the Randolph Student Center.

For the month of February, the Williston campus had a campaign to document **Acts of Service and Kindness** on a wall in the 400 building lounge and through social media (photo right).

Kathleen Mason from the Randolph campus and **Caitlyn Clark** from the Williston campus provided a two-part interactive ally workshop to the Williston VAST students. Participants were provided with information and strategies for being **allies on their college campus**. This included concepts and skills such as implicit bias, discrimination, oppression, intersectionality, and recognizing and interrupting microaggressions. The purpose of these workshops is to contribute to a more **inclusive community**. There are plans to provide workshops and



similar programming across the college in the future.

The Multicultural Club continued to offer weekly events including swing dancing, Ethiopian food tasting, a comedy club event, and a spring break trip to **Niagara Falls** (photo left).



Residence Life

Randolph Center Campus

Student Activities had a magnificent year, as students far and wide attended many new events. With over **25 different clubs on campus**, students had a plethora of exciting activities every week. Clubs and activities such as Gun Club, the Multicultural Club, and Track and Field engaged students in a number of different events. Some of the most exciting events were the trip to **Nightmare New England** and the adventure to **Fenway Park to watch a Boston Red Sox game**. Residence halls continue to be a place of learning and an open community with the full support of the Student Affairs department. Student life has continued to be a staple of student success and engagement and has every intention of continuing this legacy for years to come. **The class gift for the class of 2018-2019 was a generous donation for a fire pit to be placed on campus.**

Here are some of the most memorable events of last year:

- Red Sox vs Mets
- Nightmare New England
- Bingo on first Wednesday of each month
- Commuter coffee each month
- Build-a-Bear
- DIY Terrariums

Williston Campus

The Williston campus was alive with activities this year. Before the fall weather grew too chilly, students enjoyed sports and lawn games in the courtyard, apple picking, BBQs, and maple creemees.

As the campus settled into a long winter, cozy activities like puzzles, coloring, and knitting with hot chocolate kept students warm. Halloween costumes and ugly holiday sweaters brought laughs and prizes. The most popular events were **Paint Nite**, **Escape Room**, **Paintball**, and monthly bowling nights. Students celebrated the end of the year with a **Spring Fling**, enjoying a delicious BBQ lunch, DJ, photo booth, prizes, and the return of our favorite creemee truck. **The end of the year cruise on the Spirit of Ethan Allen brought together Vermont Tech students from multiple campuses for dancing, dinner, and a beautiful sunset on Lake Champlain.**

This year, Williston started a weekly **Lunch & Learn series** which featured sessions facilitated by students, staff, and faculty members. Topics included origami; American Sign Language; the ins and outs of dairy farming; LinkedIn; football; rugby; and the art of pinball. Some sessions were dedicated to volunteering and community service, like making valentines for senior citizens and planting flowers around campus. A giant wall was also **utilized for monthly prompts and questions, getting students engaged** in topics for Black History Month, Women's History Month, and Earth Day.

Health and Wellness

The **First Responders Club** and the Vermont Health Department Medical Reserve Corps hosted a "Stop the Bleed" training in Randolph in April. All Vermont Tech students were asked to complete the Healthy Minds survey and we hosted a site visit from our JED Campus Advisor and a subject matter expert. During their visit, the duo hosted student focus groups on both the Williston and Randolph campuses and met with the JED Campus team.

PRESS RELEASE:

[Vermont Tech Joins the JED Campus Program to Support Student Mental Health](#) | vtc.edu

New Dean of Students

Vermont Tech welcomes **Jason Enser** as the newly appointed **Dean of Students**. Enser most recently served as Dean for Student Affairs at SUNY Adirondack Community College, Associate Dean of Students at Clarkson University, as well as an instructor for leadership courses.

Enser says he came to Vermont Tech because of the **size, mission, and the people**. He aims to create meaningful student engagement opportunities that **support student retention**. He added, "I really value the education Vermont Tech can provide to our students, as well as develop career-ready graduates to enhance the local workforce." And "I really clicked with President Moulton. I think her vision for the future of Vermont Tech aligns very well with my personal student affairs mission of **'challenging and supporting students'** throughout their college career."



Enser is thrilled to participate in Vermont Tech-wide events such as **Welcome Weekend** and **Homecoming** this autumn. He is also excited to introduce his own ideas for events and will confer with student council to ensure the students' needs and wants are being fulfilled. Enser's personal experiences while attending his undergraduate program at SUNY Fredonia led him to understand how student affairs can impact a student's learning environment and now he says, "I am incredibly passionate about working with college students to help them develop both in and outside of the classroom."

Jason Enser supersedes John (Jay) Patterson, who served as Dean for six years.

Athletics

The Vermont Tech Athletic Department is looking forward to another great year. Athletics welcomed back all of the seasoned coaches, and celebrates the **addition of track & field as a varsity sport**, replacing dressage for the 2019-20 Academic Year. There is a very large student-athlete class of over **22 new students, nearly 70% from out-of-state**, with strong returning rosters. With these numbers, Athletics expects to improve their performances this year, both on and off the field.

The **Athletic Booster Club** is running well, and was the primary provider of funding that **started the track & field program**. The Booster Club continues working to raise money through corporate sponsorships and individual memberships. Booster Club goals for this academic year include raising funds to purchase **specialized training equipment for basketball, weather shelters for the soccer field team benches, and large training mats for Track & Field**.

The department plans to start an **Athletic Hall of Fame in conjunction with Homecoming in the fall of 2020**.

The Vermont Tech athletic teams had successful seasons, which culminated with **seven teams competing in our YSCC Conference Championship Tournaments**, and **five teams competing in the USCAA National Championships**.

The men's soccer team went to the final game in the YSCC Tournament, just missing out on a bid to the National Championships with a 1-0 loss in overtime. Both the men's and women's cross-country teams competed in the YSCC Conference Championship, with the **men's team taking 3rd overall and the women's team placing 2nd overall, the best finish for them in Vermont Tech history**. These finishes qualified the teams for the USCAA National Championships in Virginia Beach, VA, where the women's team made it into the **top 10 for the first time in program history**. Not to be outdone, the men's basketball team had great success at the **USCAA National Basketball Tournament** in Lafayette, PA. They matched the school's best performance, beating two higher-ranked teams before going down to the eventual national champion in the semi-finals. Many of the fall runners transitioned into **track & field** in

the spring, and were joined by a plethora of new runners, throwers, and jumpers to boast a team of 9 women and 13 men. These teams made history by placing **1st (men) and 2nd (women) in the inaugural YSCC Conference Invitational meet**, and then followed that up with 2nd (men) and 3rd (women) at the USCAA National Invitational, hosted by Vermont Tech with support from the Booster Club. In addition to the team performances, Vermont Tech had some stellar individual performances, with **3 gold, 7 silver, and 6 bronze medals (combined) throughout the competition, leading 99% of the team to score points toward these record finishes**.

In addition to team accolades, two of the student-athletes were honored as the **YSCC Player of the Year** in their sport; both of these students also graduated in 2019 with bachelor's degrees. In men's soccer, **Phil Hepburn** graduated

with a degree in Electromechanical Engineering Technology, and men's basketball player **Tyrone Hilson** graduated with a degree in Business Technology & Management.

Vermont Tech student-athletes not only earned honors in athletics, they also worked hard in the classroom, showing that they are willing to put in work on both the academic and athletic fronts. Student athletes earned a record **22 YSCC Academic All-Conference awards as well as**

12 USCAA Academic All-American Awards. These awards are given to students with a **cumulative GPA of 3.2 or higher (YSCC) and 3.5 or higher after 24 credits (USCAA)**.

In addition to varsity sports, the YSCC Conference hosts a Bowling Invitational every year. **This year, Vermont Tech fielded a club team that bowled to 4th place!** Additionally, two bowlers qualified for the final four, where **Harrison Heist took 2nd place** and **Tyler Couture took 4th place**.

Vermont Tech coaches continue to build programs through recruiting and coaching excellence and expect to compete for championships at the conference and national level on a yearly basis. **It is going to be a great upcoming season!**



PERSONNEL

Faculty Promotions and Tenure

PROMOTED TO RANK OF PROFESSOR:

Sheila Banister, Dental Hygiene
Marlys Eddy, Landscape Contracting
Christopher Reilly, Architectural Engineering

PROMOTED TO RANK OF ASSOCIATE PROFESSOR WITH TENURE:

Sherry Barnard, Nursing
Jeremy Cornwall, Mechanical Engineering
Kimberly Crowe, Agriculture
Ethan Johnson, Ground Transportation Services
Jeremy Ouellette, Computer Science
Amanda Perkins, Nursing

New Full-Time Faculty

Alexis Paige, General Education/English
John Craig Popkess, Professional Pilot Technology
Keith Tookey, Computer Science
Heather Blair, Dental Hygiene
Brock Francis, Mechanical Engineering
John Will Wheeler, Ground Transportation Services
Allan Rodgers, Business Management

New Administrative Staff

Danielle Calaway, Project Manager, CEWD Outreach & Recruitment
Kellie Campbell, Chief Technology Officer
Jennifer Duncan, Custodian
Jason Enser, Dean of Student Affairs
Ana Gaillat, Dean of Academic Affairs
Asher Henderson, Telepresence Support Technician
Jackson Jenkins, Public Safety Officer
Sarah Kearns, Business Advisor of Strategic Projects SBDC

Joshua Kelley, Maintenance Technician 2
Jason Kuhn, PT Public Safety Officer
Dana Mitchell, Coordinator of Student Activities & Resident Director
Patrick Nevers, PT Public Safety Officer
Michael Sargent, Grounds Supervisor
Kristen Sayers, Lab Technician, Veterinary Technology
Bridgett Taylor, Coordinator of Community Outreach
Domonic Yetz, Ground Transportation Services Technician

Faculty Retirements

Stephen Belitsos, Diesel
Sosten Lungu, Agriculture
John O'Donnell, Jr., Science

Staff Retirements

Julie Taylor, Technical Services Librarian
Paul Evans, Information Technology
Sandra Sargent, Nursing Staff Assistant
Charles Dana, Farm Foreman
Bonnie Chamberlin, Technology Extension Division Education Training
John Patterson, Dean of Student Affairs
Denise Taft, Nursing Staff Assistant
Mary Jeanne Taylor, Conference & Events Coordinator

ACADEMIC AFFAIRS

Full-time Faculty Award

The **Wirtz Award is presented yearly to an exceptional faculty member**, someone who other faculty should look up to, and who takes the utmost pride in their work as an educator.

The Wirtz Award celebrates the legacy of **Harry Wirtz**, who was a professor of Civil and Environmental Engineering Technology at Vermont Tech. Qualities of this master teacher award recipient include a deep mastery of the subject matter; engagement with students at all levels of preparation; fostering intellectual curiosity and growth; and maintaining strong collegial relationships with the Vermont Tech community.

Wirtz Award



Professor **Rachel Repstad** was selected as the **2019 Wirtz Award recipient**. Professor Repstad has been a faculty member since 2005 and represents the **highest standards of teaching excellence and student engagement**.

THIS YEAR'S NOMINEES:

- John Kidder
- Rachel Repstad
- Inge Luce
- Mary Hill
- Stephanie Dorosko
- Bethany Crowley
- Brad Miller
- Ralph Esposito
- Michael Marceau

New Dean of Academic Affairs

Dr. Ana Gaillat has been named the Dean of Academic Affairs, and she began in May. Her candidacy was recommended by the college's search committee and approved by the President in March.

Dr. Gaillat has excellent credentials and was an engaging candidate. She has extensive experience at other colleges and a scientist's mind that she will bring to her work at Vermont Tech.

The search committee noted that the many candidates each had unique strengths that would benefit the college but that, "Ana Gaillat rose to the top among our community in feedback surveys," which were submitted by employees and students.

Dr. Gaillat will continue the college's work toward preparing for the **2020 accreditation visit from the New England Commission on Higher Education (NECHE)**, our national accreditor. She will also

lead the academic plans that inform the college's **2023 Strategic Plan**, including implementation of a reorganization of its departments into five schools.

Dr. Gaillat began her career as a professor teaching English as a Second Language and Chemistry. Her Ph.D. is in Chemistry and her dissertation was Computer Simulations of Enclosed Inductively Coupled Plasma Discharges. She also received her Master of Education, Administration of Higher Education Leadership and attended the Management Institute for Women in Higher Education Administration. Dr. Gaillat has led her faculty union and sees union leadership as integral into the leadership of higher education institutions.





SCHOOLS TO CHOOSE FROM

- Agriculture, Plant, and Animal Science
- Engineering and Computing
- Nursing and Health Professions
- Professional Studies and Management
- General Education

School Reorganization

In 2018, the faculty initiated a discussion about **reorganizing academic programs into schools**. An ad-hoc committee recommended that the college proceed with the model and suggested four schools with a distribution of programs among those schools. A market research study indicated that the **schools model might increase net promoter scores, particularly among guidance counselors**. During the summer of 2018, a second committee, comprised primarily of faculty, reviewed the model and recommended a fifth category of school to incorporate general education. **The schools model concept was endorsed by the Faculty Assembly and Executive Committee in the fall of 2018.**

Healthcare Simulation Week 2018

Healthcare Simulation Week was September 17-21, 2018, and was sponsored by the Society for Simulation in Healthcare. The event celebrates healthcare professionals who use simulation, or **life-like manikins**, in a safe, effective, and efficient environment. Vermont Tech's Nursing program has been using simulators since 2010 and has hosted **Simulation Open Houses featuring demonstrations of the simulators**. Simulators are very high-tech, life-like manikins designed to do just about everything a real person can do including breathe, talk, and give birth.

Medical emergencies happen all the time in Vermont Tech Simulation Labs. The lab is where our healthcare students learn to manage changes in patient conditions without risk to a human. **Practice in the simulation labs helps to improve patient**

safety by providing students with learning experiences that help them develop professional expertise.

The Vermont Tech Nursing program has **purchased seven new simulators** to enhance their nursing students' experience. Their most recent addition is a **maternity simulator that actually gives birth**. A variety of birth scenarios can take place, including breach. "We can't plan births, of course", says Simulation Program Director, Michelle Stearns, "but with this simulator, students can actually see and participate in care during a birth."



Radiologic Science

Vermont Tech has **launched the state's only Radiologic Science program this summer**. For the **Fall of 2019, the Radiologic Sciences program will see an entering class of 27** students from around Vermont. Strong collaborative partnerships have been built to help students succeed not only while attending the program, but also with post-graduation employment opportunities.

Many senior students already have fielded job offers at this time. Senior student **Emily Hughes** represented the college and was the only student from Vermont to attend the **American Society for Radiologic Technology Student Leadership Conference** in Albuquerque, NM. This is nationally recognized annual conference for students and industry leaders.



153rd Commencement

At three different commencement ceremonies, the college **honored graduates** who hail from **15 countries and 11 states**. This year, Vermont Tech awarded students with **two master's degrees, 127 bachelor's degrees, 301 associate degrees, and nine certificates**. The graduation for the applied science and engineering technology programs were held over two ceremonies on Saturday, May 18. Students in healthcare programs, including Nursing, Paramedicine, Respiratory Therapy, and Dental Hygiene, graduated on Sunday, May 19. Vermont Tech's early college program, **The Vermont Academy of Science and Technology (VAST) awarded 73 diplomas** at their graduation ceremony on Sunday, May 19.



"If I could hire every one of you, I would," ... "Because you are about to graduate from one of the finest technical colleges in the country."

GW Plastics President and CEO Brenan Riehl was the keynote speaker at the college's 153rd annual commencement for the applied science and engineering technology program ceremonies on Saturday. Mr. Riehl leads the multi-national company, which is one of North America's top precision thermoplastic and silicone contract manufacturers. As an **employer-partner to Vermont Tech**, GW Plastics offers credit-bearing training for their incumbent workers; provides scholarship and internships

to Vermont Tech students; and hires many of our graduates. **Currently, approximately 20 employees are graduates of the college.**

Since joining GW Plastics in 1988, Mr. Riehl has held a number of positions, including Vice President of Sales and Marketing, Senior Vice President, and President and Chief Operating Officer. Riehl also worked for General Electric and Owens-Illinois, both in their plastics divisions. Riehl was excited to send off the graduates, some of whom were soon to be his employees. **"If I could hire every one of you, I would,"** enthused Riehl. **"Because you are about to graduate from one of the finest technical colleges in the country."**

The college broke with tradition by inviting a non-student speaker to lead the nursing and allied health ceremony on Sunday, May 19. **Vermont Tech's first female interim president, Pat Menchini** spoke to graduates of the health professions ceremony. Ms. Menchini joined Vermont Tech in 1993 and continued her employment at the college until her retirement in 2012. During her time at Vermont Tech, **Menchini served as Nursing Program Director, Associate Dean of Allied Health, Dean of Academic Affairs,**

and Interim President.

Menchini was delighted to see the latest graduates from the nursing and allied health programs.

Like many Vermont Tech graduates, **Menchini earned her advanced degree while working full-time.**



U.S. News & World Report

We're pleased to announce that the college has been ranked **19th among the Best Northeast Regional Colleges for 2019** in the annual best college rankings published by U.S. News & World Report. The college **rose in two important categories last year**, in both the public college category and Best Colleges for Vets. As a public college, **Vermont Tech ranks 9th in the Northeast region, making it one of the top 15 public colleges in the north for the seventh year in a row.**

Vermont Tech also ranked **17th again in the Best Value Schools** and rose to **12th in the Best Colleges for Veterans in the Regional Colleges North category and is the only Vermont college to make these lists.**

We're proud to see Vermont Tech recognized as a top college again by U.S. News & World Report. This, along with our **College Scorecard rankings as the 5th highest for salary after graduation and 4th lowest graduate debt in Vermont** demonstrate the college's great return on investment. Vermont Tech might be a small college, but **we produce big outcomes.**

U.S. News & World Report gathers data from each college on 11 indicators of academic excellence to determine the annual rankings. The indicators range from student retention, peer assessment, student/faculty ratio, and more. These rankings serve as a powerful tool that allows prospective students and their families to better navigate the college search process.

VERMONT TECH

CONTINUING EDUCATION & WORKFORCE DEVELOPMENT

at a glance

MISSION The Office of Continuing Education & Workforce Development provides accessible, career-focused education for life-long success.



Grants Awarded

- **\$100,000** National Summer Transportation Institute grant with VTRANS
- **\$350,000** Apprenticeship Expansion Grant
- **\$583,000** Apprenticeship grant
- **\$25,000** WETF grant for Manufacturing Training
- **\$200,000** Pilot Program grant for CTE
- **\$1 million** Northern Borders grant for Forestry training

3,215
PEOPLE SERVED/YEAR

50+

courses offered to employers:

- CVMC
- General Electric
- GW Plastics
- GS Precision
- NCH
- FUJIFILM Dimatix, Inc.
- Astronics Luminescent Systems Inc.
- Vermont Creamery
- Champlain Cable

APPRENTICESHIP

649
STUDENTS

144
GRADUATES

40
CLASSES STATEWIDE

3

NEW PROGRAMS:
ADVANCED MANUFACTURING,
INDUSTRIAL MAINTENANCE, AND LPN



CAREER & TECHNICAL TEACHER EDUCATION PROGRAM

51

teachers enrolled and
successful accreditation
review

PARTNERSHIPS WITH



100+ employers attended our career fair!

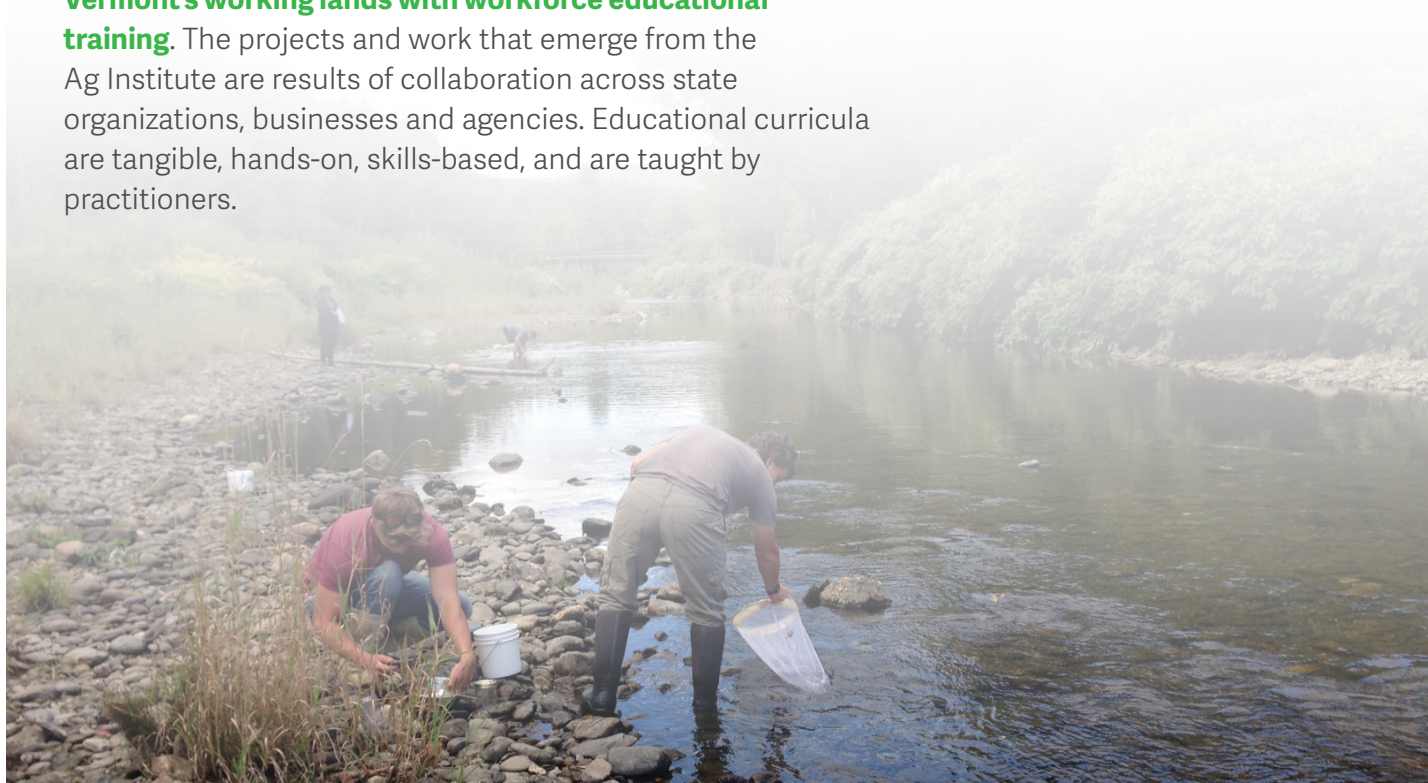


Institute for Applied Agriculture and Food Systems

In the past year, the Institute for Applied Agriculture and Food Systems (Ag Institute) offered trainings in Meat Cutting; Welding; Distilling; Wetland Delineation; CBD Cash Crop; Integrated Pest Management; ArcGIS and Mobile Mapping; Natural Resource Management; Logging; and Artificial Insemination. The **Ag Institute trained over 150 people** in a variety of programs. These trainings target specific skills professionals need for their given field of study. All trainings are listed on the [website](#).

The Ag Institute brought in numerous grants to support the college in the past year and has a few pending. The Institute received a **\$45,000 WETF grant** to offer arboriculture trainings and fit up a mapping lab in the Red School House. It also received a **\$43,000 grant to develop an advanced nutrient management course in collaboration with UVM Extension**. This grant will likely be extended for another two years. The Institute received a **\$1,000,000 grant to support forestry education** and are waiting on **\$250,000 prize** from Kendall to support dairy programming.

The role of the Ag Institute at Vermont Tech supports Vermont's working lands with workforce educational training. The projects and work that emerge from the Ag Institute are results of collaboration across state organizations, businesses and agencies. Educational curricula are tangible, hands-on, skills-based, and are taught by practitioners.



FINANCE & DEVELOPMENT

Fiscal Year 2019



Vermont Tech closes the FY19 budget year **on budget**, realizing a modest **operating**

surplus of approximately

\$33,000. During FY19, our net student revenue only increased 1.5% (equivalent to an enrollment decline of 1.4% given the 3% rate increase). We saw a slight decline in out-of-state students yet some growth in room revenues. Our state appropriation remained level, and we **paid back the first \$340,000 on our operating loan from the Vermont State**

Colleges. Nonetheless, continued diligence allowed us to keep costs down and complete our **third consecutive year in the black**. We recognize the difficult decisions that had to be made along with the hard work and dedication of everyone on the Vermont Tech team.

RESOURCE DEVELOPMENT

\$203,694.29 in **Restricted Cash Gifts**, including:

- **\$75,000** from the Canaday Family Charitable Trust for upgrades to the Anaerobic Digester, Digester Operators Training, and Study of Nutrient Management for Vermont farms (Part of a two-year, \$150,000 pledge);
- **\$10,000** from the Davis Educational Foundation to help design and implement a Braided, Comprehensive Financial Aid model;
- **\$7,500** from the Vermont Women's Fund for Girls' Coder Camp and Advanced Coder Camp;
- **\$7,500** from DEW Construction toward Scholarships in the Construction Management Department;
- **\$6,000** from the Bridgewood Fieldwater Foundation for Scholarships;
- **\$6,000** from the Vermont Antique Automobile Society/Vermont Auto Enthusiasts for Scholarships;
- **\$5,000** from the McClure Foundation for Summer Youth Camps (Part of a three-year, \$15,000 pledge);
- **\$8,124** in gifts from current or former faculty & staff; and
- **\$2,696** in cash gifts from alumni.

\$27,651.60 in **Unrestricted Cash gifts**, including:

- **\$15,683.06** in gifts from current or former faculty & staff; and
- **\$9,458.00** in cash gifts from alumni.

\$37,489.63 in **Gifts-in-Kind**, including:

- Two trucks from Ryder Truck Rental donated to the Automotive Technology Department;
- Subscriptions from the Construction Journal;
- Twelve laptops from MiltonCAT to the Automotive Technology Department; and
- Heavy shop tools from Navistar to the Automotive Technology Department.

Employer Partner Program

Through the **Vermont Tech Employer Partner Program**, employers can make a **transformative impact** on our career development resources

degree. Participating businesses and organizations play a key role during every step in the process, providing career guidance, meaningful workplace experience,

their workplace and their city or town. Several businesses have already signed agreements with Vermont Tech including **All Earth Renewables** and **Fujifilm Dimatix**.

We see this as a win-win-win scenario for our students, their employers, and the college. **Students will benefit from increased job knowledge and financial support for their education.** Local businesses are getting a larger pool of talented applicants and dedicated employees. In addition, the college is confident that great connections with great employers are a boon to workforce development in Vermont and will help with future recruitment efforts.

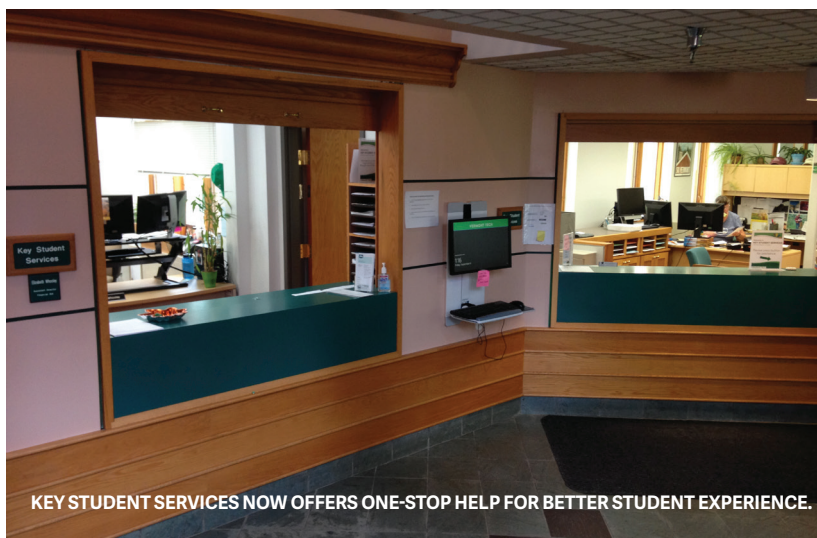


for students and alumni while increasing their visibility on our campuses. **The program leverages support from Vermont employers to furnish students with financial resources to obtain a college**

and the opportunity to start working immediately following graduation. Employers benefit by developing a pipeline of local students who are trained in a relevant degree program and are engaged in both

Financial Aid

We are constantly looking for ways to **improve the student experience** that align with our strategic goals. With that in mind, **we reorganized the offices of Financial Aid, Student Accounts, and the Registrar into a new office we have named Key Student Services**. Key Student Services is dedicated to our students and should be thought of as a guide and partner for students navigating this time of change in their lives.



KEY STUDENT SERVICES NOW OFFERS ONE-STOP HELP FOR BETTER STUDENT EXPERIENCE.

FACILITIES

Campus Updates

This year, we saw progress on many of our deferred maintenance projects, including **structural, cosmetic, and systems upgrades**. Student dorms were fitted with chip readers. This **increases campus safety** for our students and Resident Assistants. Hot water heaters were replaced in many of our Randolph dorms, and updates to the walkways were also completed. In Williston, we prepared labs and classrooms for our two latest majors. Both the **Radiologic Science and Dental Therapy labs were outfitted with cutting-edge medical technology** to help our students learn efficiently.



Conferences & Events

Over the years, the role taken on by the Vermont Tech Conference and Events Office has shifted as collaboration on important campus events has increased. The office now takes the lead in organizing the **Commencement ceremonies** for our students and their families, with the support of many other college departments. Continued assistance remains for Admissions, Academic, Athletic, and departmental events, and other special happenings.

Some of the recurring conference highlights include **Women Can Do, the Vermont Organic Recycling Summit, Senator Leahy's Women's Economic Opportunity Conference, Rural Vermont's Community Leadership Summit, Clara**

Martin's Annual Meeting, Vermont Woodland's Association Meeting, and so many more.

For the summer months, the Conference and Events Office strives to bring groups to Randolph Center who want to fully utilize our campus: **lodging, meals, plenary spaces, and breakouts**. We particularly enjoy when youth groups come to campus as a future student amongst them is always a hope and a possibility. This summer, we enjoyed hosting the **Governor's Institute for Entrepreneurship, Rosie's Girls, Vermont Voltage Soccer Camp, TRIO Orientation, the American Legions' Girls State, and MedQuest**, to name a few.

Our beautiful campus on the hill in Central Vermont remains a

wonderfully vital place to meet, and with the support of the Facilities team and Sodexo, we continue to offer lovely, affordable spaces with terrific food and customer service that is second to none!

After 15 years in this position, **Mary Jeanne Taylor** is retiring and is proud to share that **Nate Ball**, who has worked with the college in Admissions for more than 8 years, will be taking over as Director of Conferences and Events. Mary Jeanne Taylor says, "It is with no hesitation that I say that our clients are in the best of hands, and my greatest wishes of success are heartily offered to my friend and colleague, Nate Ball." She adds, **"It has been my privilege and pleasure to serve the Vermont Tech community over the years!"**

LIBRARY/ INFORMATION SYSTEMS

Hartness Library

This year, the Hartness Library staff focused on **strategic planning**. The library team conducted a SOAR analysis in summer 2018 and developed key priorities and strategies that **align with the goals** of the Community College of Vermont and Vermont Tech strategic plans. They will continue to develop and **refine their goals and strategies with the input collected from a survey of our two communities**, and they plan to finalize the implementation and assessment plan during the fall of 2019. You can [view the draft document](#) of the Hartness Library Strategic Priorities 2018-2023.

The **final piece of the library's migration** to third-party software concluded in fall 2018. Proxy server authentication, which verifies user entitlements for access to library subscription resources, migrated from hosting and maintenance at OCIT to the vendor. This has **freed up OCIT resources** and allows remote issues to be addressed proactively – an improvement which is essential in our **ability to provide reliable remote access to library resources**.

Hartness **joined the VSCS libraries in participating in the Vermont Humanities Council 2018 Vermont Reads Statewide Community Reading Program**.

The 2018 selection was Katherine Paterson's *Bread and Roses, Too* which tells the story of the 1912 "Bread and Roses" strike in Massachusetts textile mills. Related events and displays were held at Hartness in Randolph, Williston, and online in September 2018.

Hartness Librarians **continue to support faculty in seeking low-cost alternatives to textbooks**. The faculty section of our website now includes a guide to textbook alternatives along with our revised guide to Open Educational Resources (OER). Targeted initiatives in 2018 included an OER pilot program at Vermont Tech. Librarians helped several faculty find OER and library resources to replace standard textbooks. Hartness is also represented on the **VSCS OER Task Force which is working to promote OER use in the VSCS**.



Distance Education Technology

The VSCS has moved to a new teleconferencing software, **Zoom**, which has been a big success with close to **100 users to date**. Our IT department hired **Asher Henderson**, our new Telepresence Support Technician, in the fall of 2018. He brings a variety of new skills to the team and we are lucky to have him. Finally, a shared telepresence classroom at NVU Johnson has been overhauled from the ground up. It now features high-quality televisions, cameras, microphones, and speakers used at our other sites to help create the most **immersive learning environment possible for our students**.



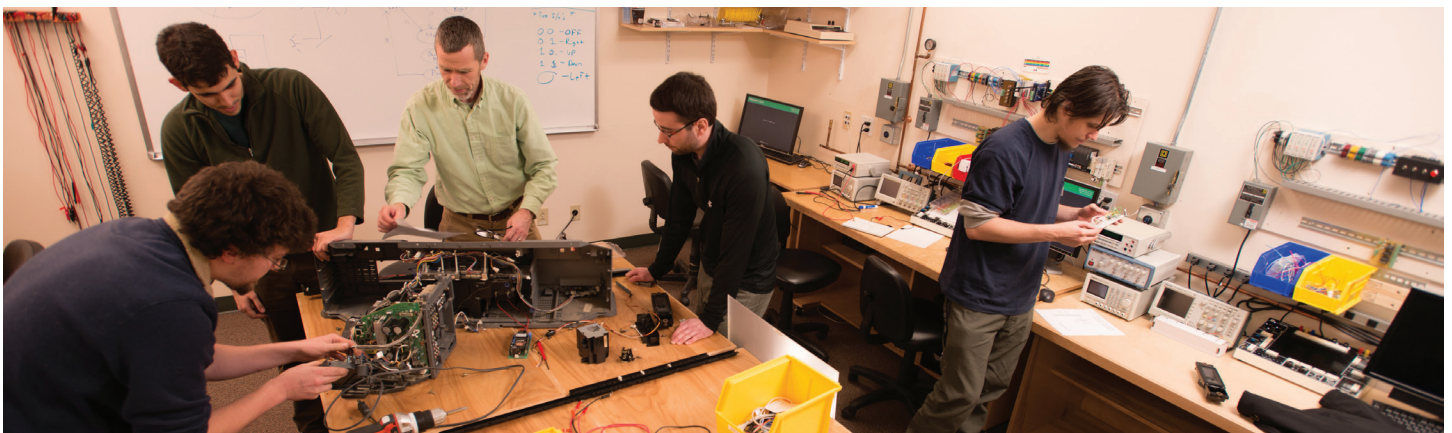
Information Technology

Vermont Tech recently appointed **Chief Technology Officer (CTO), Kellie Campbell, Ed.D.** At her previous institution, Kellie held the position of Director of Technology and Associate Dean and oversaw online and non-traditional programs. She began at Vermont Tech in early June and hit the ground running. Her summer newsletter to the Vermont Tech community stated:

"We are in the middle of hiring our Assistant CTO and working to rebuild our department with new faces and new vision. We have a lot of fun 'behind the scenes' work ahead of us, but all of us are **committed to building out a department that is focused on customer service and partnerships.**"

She calls for plans to **rebuild the department** based on IT solutions being built out of the Chancellor's Office and based around the college's current and upcoming **strategic planning efforts**. She emphasizes a department that expands beyond infrastructure and prioritizes partnerships across campuses that support and serve the mission of the institution. Her experience with consortiums ensures her interest in **partnering with other CTOs from colleges** across the VSCS where possible.

A few projects and efforts highlighted in her newsletter were around the **launch of Canvas**, the new learning management system used by the VSCS, in addition to campus wireless upgrades. The new wireless access management system that ensures more efficient service to faculty, staff, and student devices was launched in Randolph, Williston, Brattleboro, Bennington, and St. Albans this past summer.



PUBLIC SERVICE/ SPECIAL ACTIVITIES

SkillsUSA Competition

Vermont Tech students consistently show that they have the skills to pay the bills at the **SkillsUSA National Leadership and Skills Conference** (NLSC) in Louisville, KY. This year, seven Vermont Tech students from **five majors** qualified to compete in the NLSC, and were the only post-secondary students representing the State of Vermont. **Tyler Dailey** of Waitsfield earned a **bronze national medal** for his exemplary work in CNC turning (photo at right).

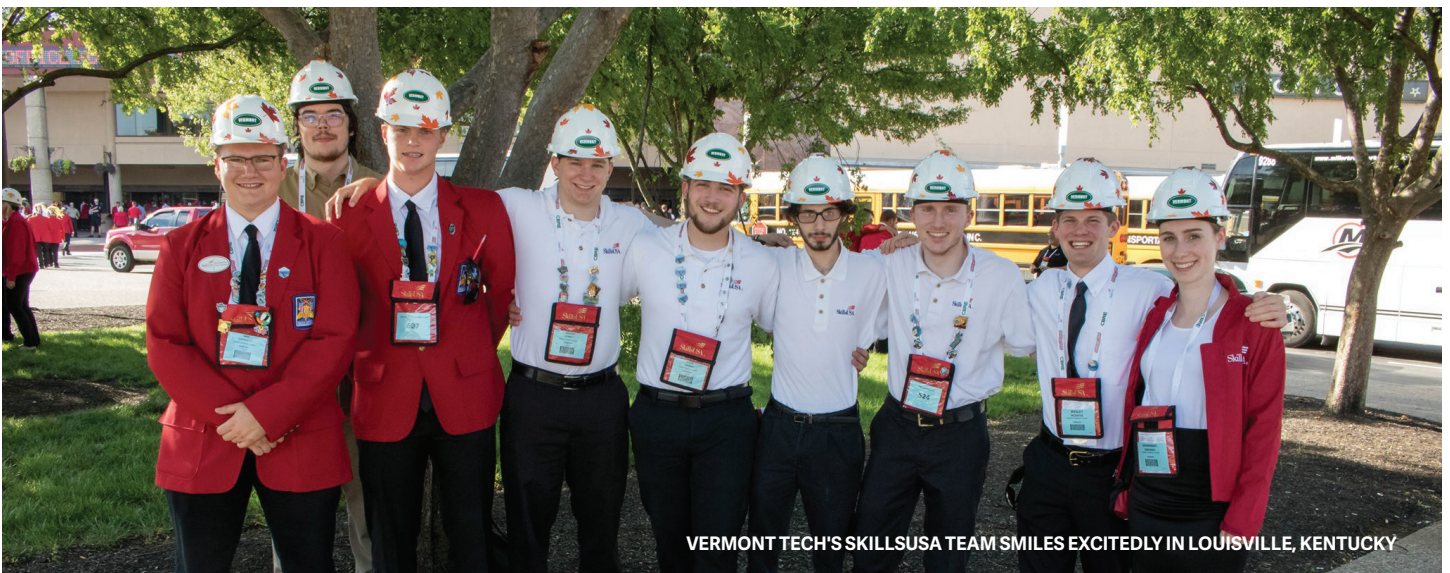
SkillsUSA is a national program made up of both secondary and post-secondary students, teachers, and industry



leaders who want to ensure a successful future for America's skilled workforce. The SkillsUSA NLSC is a weeklong event that **hosts the best technical education students in the nation**. Students first participate in state level conferences. Achieving gold medals in these local competitions guarantees a spot for those competitors at the NLSC. The events themselves have a variety of focus areas: nursing, plumbing, HVAC installation, video game production, robotics, cosmetology, welding, and team construction, to name just a few. **Medalists of the SkillsUSA NLSC are typically awarded scholarships, tools, and prizes by corporate sponsors.**

PRESS RELEASE:

[Vermont Tech at SkillsUSA](https://vtc.edu) | vtc.edu



VERMONT TECH'S SKILLSUSA TEAM SMILES EXCITEDLY IN LOUISVILLE, KENTUCKY

Allied Health Trip



April break was eye-opening for **20 students from our allied health and engineering programs**. With the guidance of **MEDLIFE**, Vermont Tech students and faculty provided care to many people in need in the rural mountain areas of Peru. The areas visited by our students lack a structure for continuous healthcare, and locals rely on service organizations such as MEDLIFE to provide that care. Patients were seen for sprains, muscle pain, gynecological care, psychological treatments, and even dental care. **Some students were awestruck at the stark contrast between life in Cusco and life in Vermont**. Many were moved to introspection and were reminded of their passion for providing healthcare to those in need.

FutureTech

Cody Bryan from North Clarendon, VT finished **third overall** in the 2018 edition of the TMC Futuretech National Student Technician Competition held in Orlando, FL September 17 and 18, 2018. Cody, a **VAST graduate and a second year Diesel Technology student**, received a new tool storage unit and many other prizes worth approximately \$5,000. A second Vermont Tech student, **Isaac Miles** from Acton, ME, placed 21st in the contest. For one week in August 2019, Bryan was one of 10 student technicians out of 40 applicants who attended an all-expense paid preparatory Boot Camp in Charlotte, NC. Cody had the opportunity to **hone his skills with some of the best heavy-duty truck technicians in the country**. Bryan and five other student technicians were selected to compete with the FedEx team in Orlando, FL. FutureTech is a competition for post-secondary student technicians held by the Technology and Maintenance Council of the American Trucking Association during their annual fall meeting. In a field of 33 contestants, Cody also **won one skill station**.



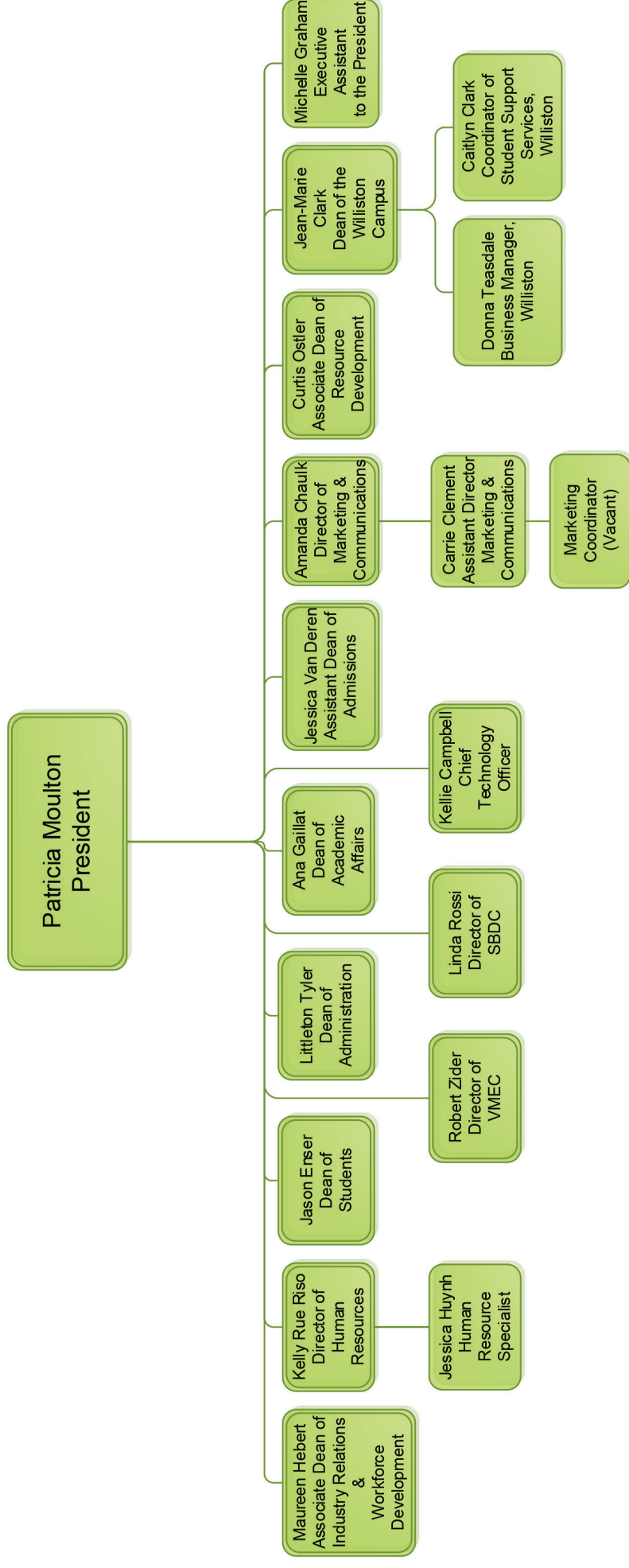
Community Service Committee

The Community Service Committee works to create a **positive culture of community** at Vermont Tech. The committee arranges events to expose students to the many ways they can create or affect their community. In early 2018, the committee collected and sent **letters of gratitude** to servicemen and servicewomen. Last fall, the committee arranged a **voting drive** to help students register to vote, access absentee ballots or local polling places, and find information

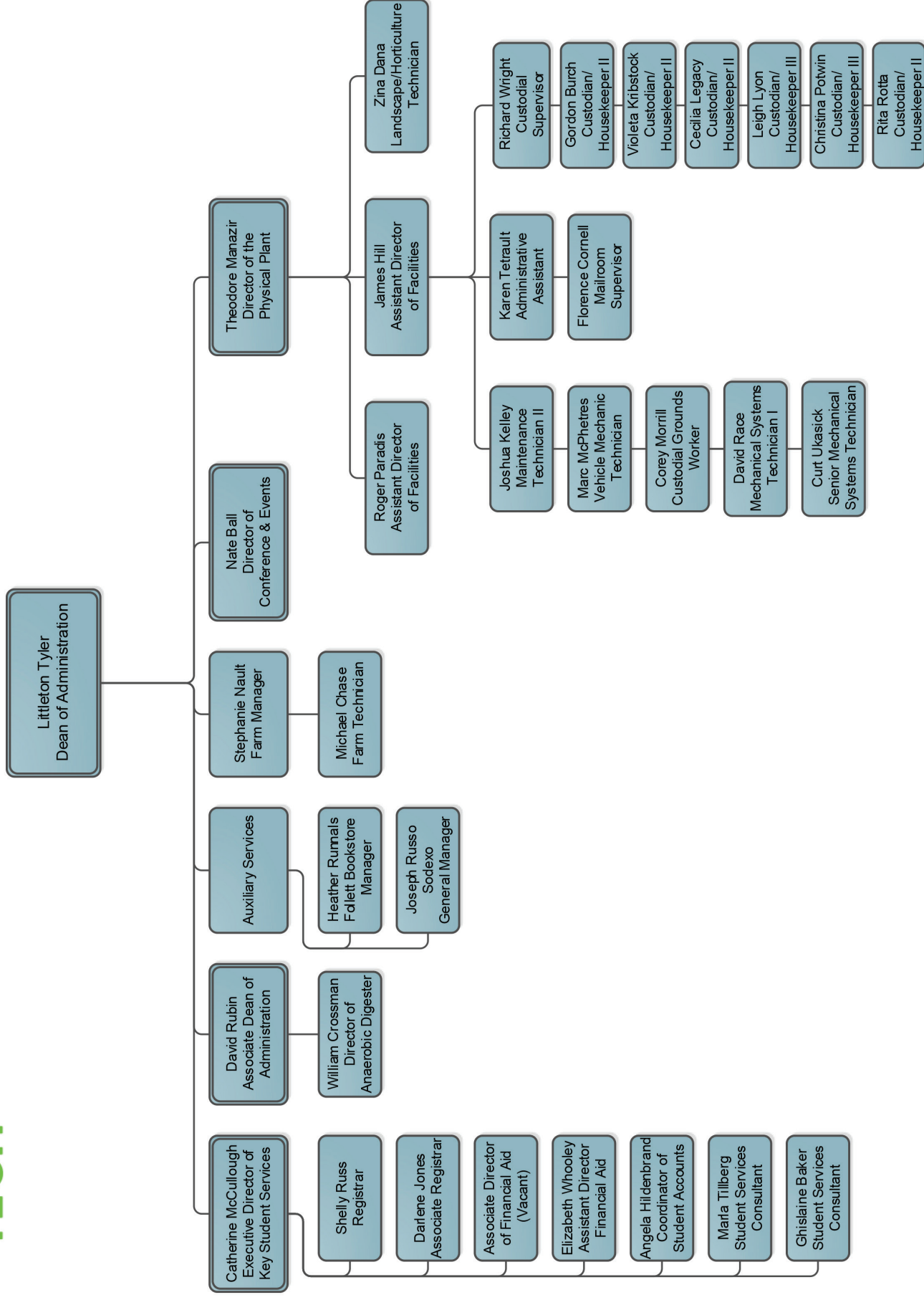
on candidates and positions. During the spring semester, the committee ran an awareness campaign linked to MLK, Jr. Day and the **national campaign "Acts of Service and Kindness."** Students posted what acts of service inspired them, and what they did to serve their own community. In the summer, the committee organized a workspace clean-up day. The committee has already begun planning for the coming year with a theme of giving this fall and awareness in the spring.

APPENDIX A

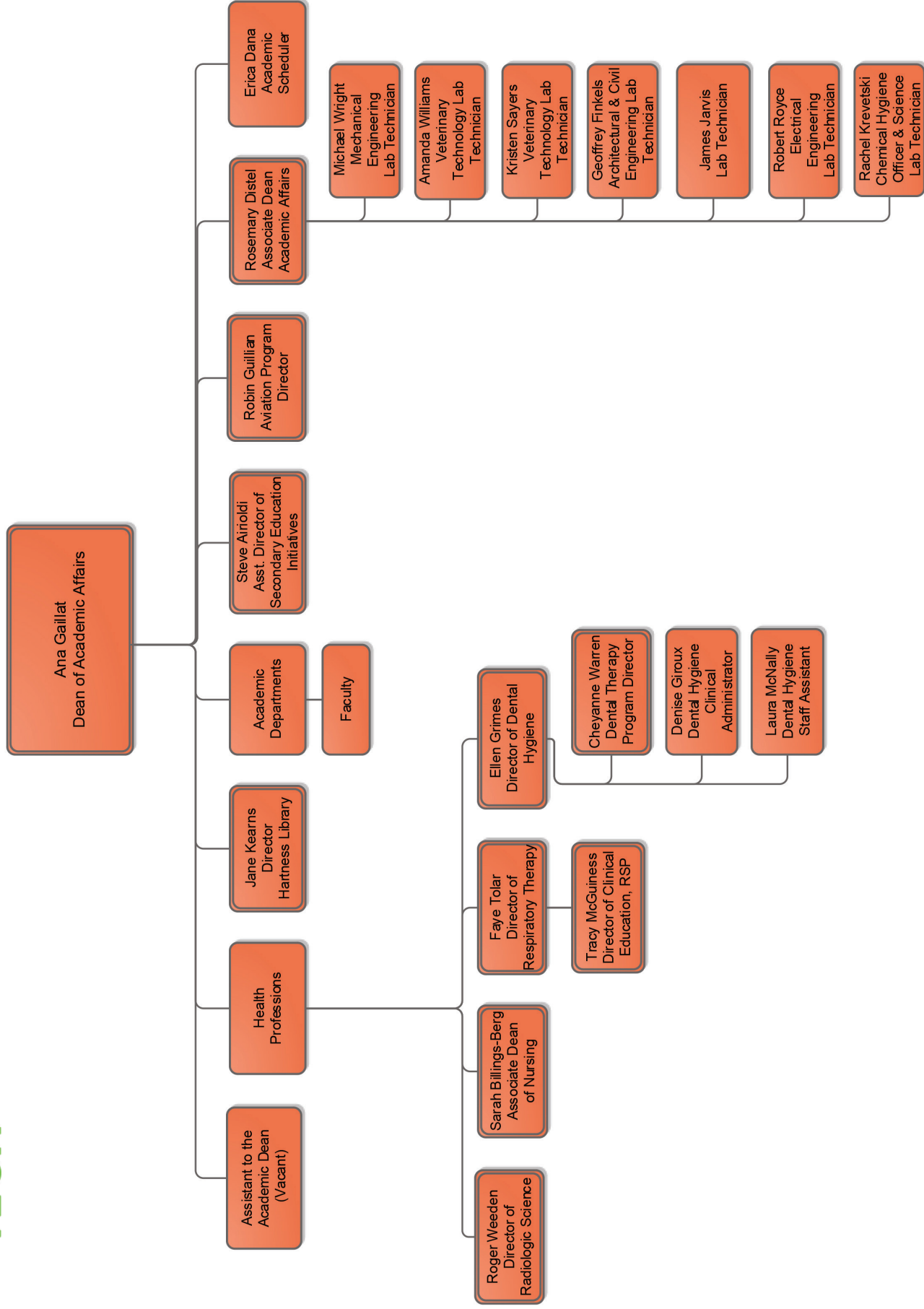
ORGANIZATIONAL CHART



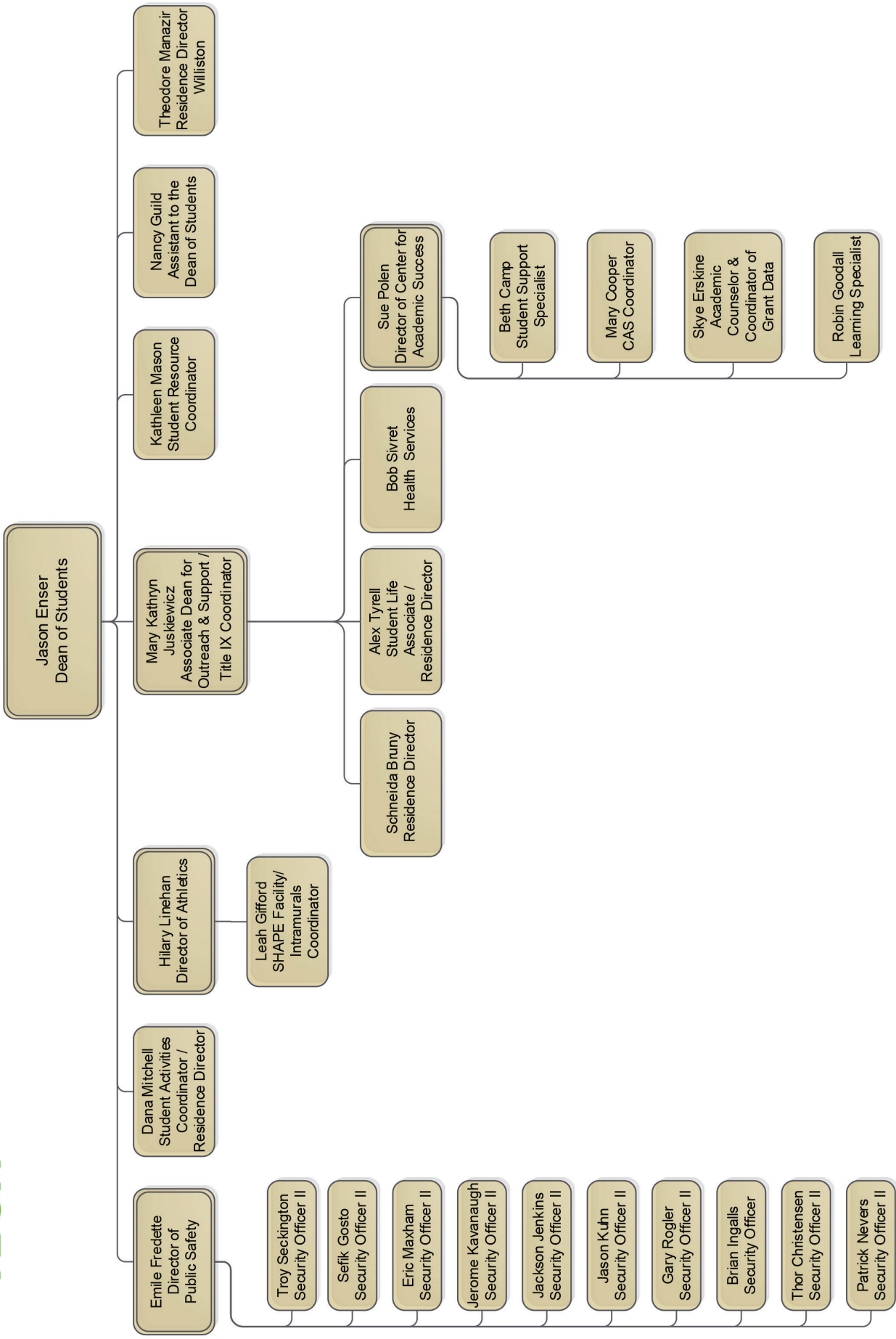
Administration



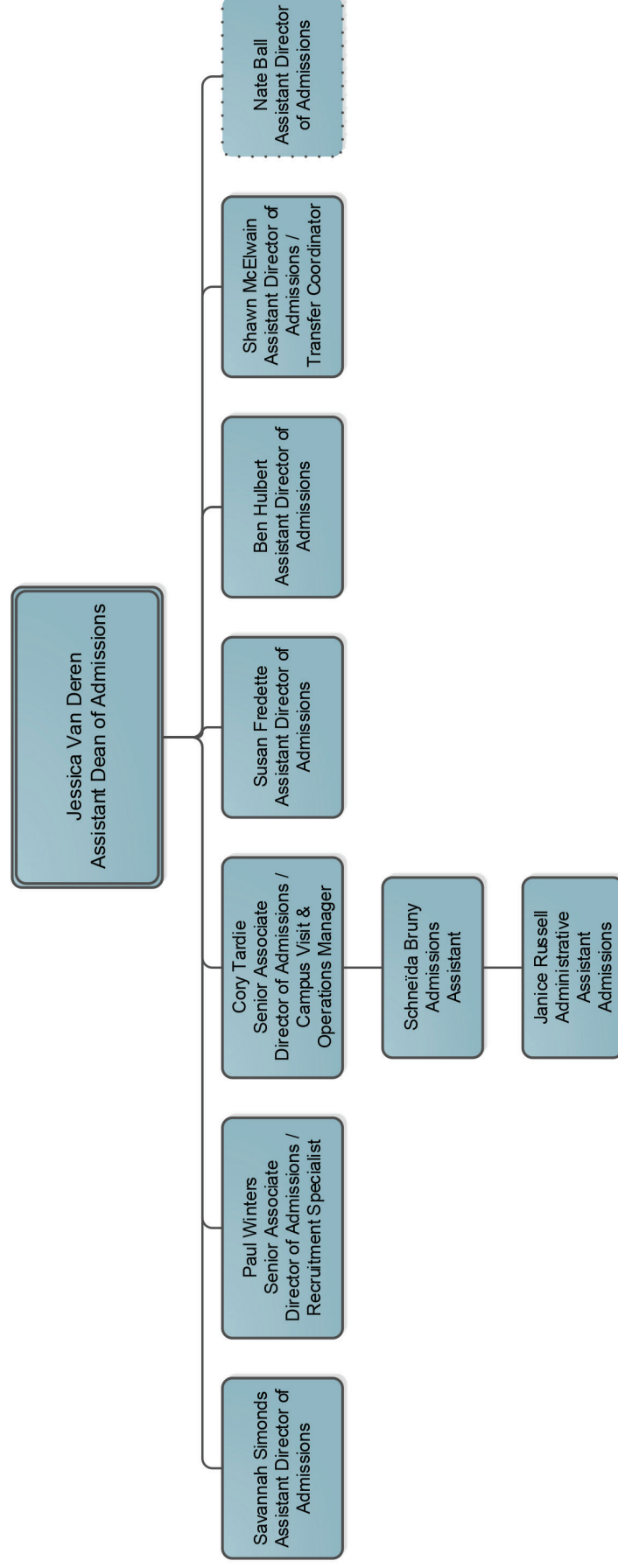
Academic Affairs



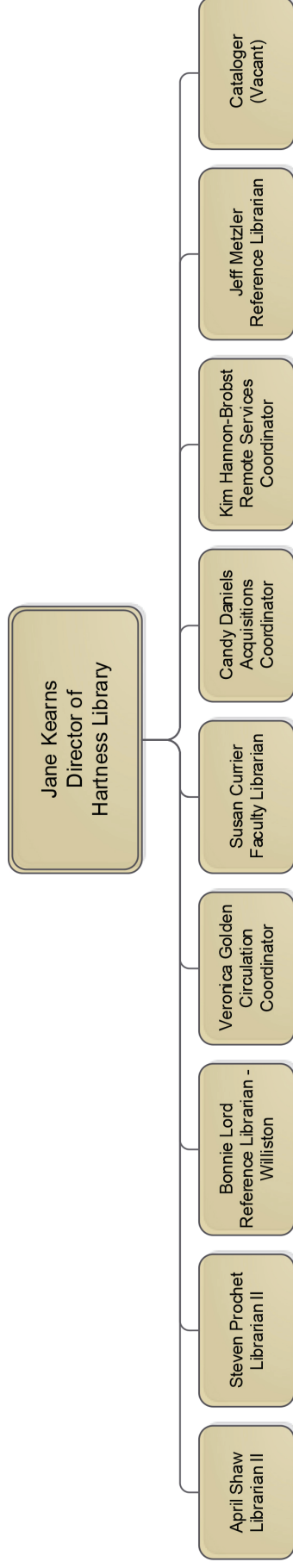
Student Affairs



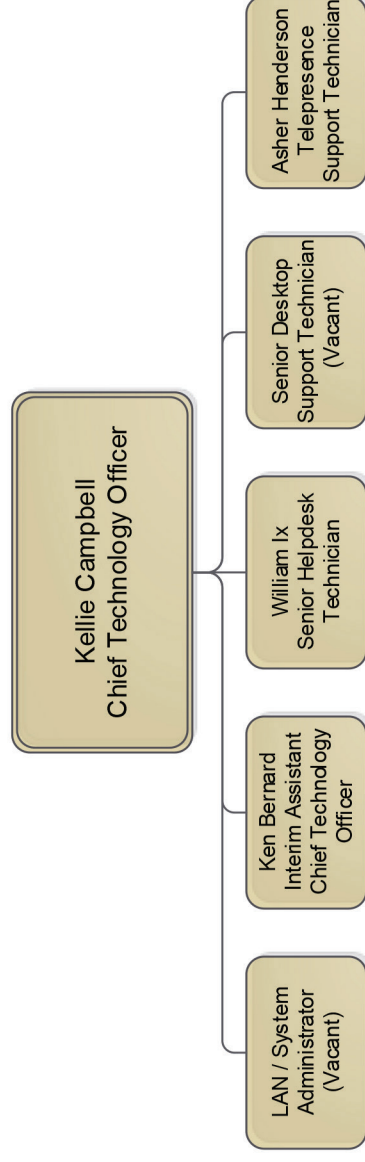
Admissions



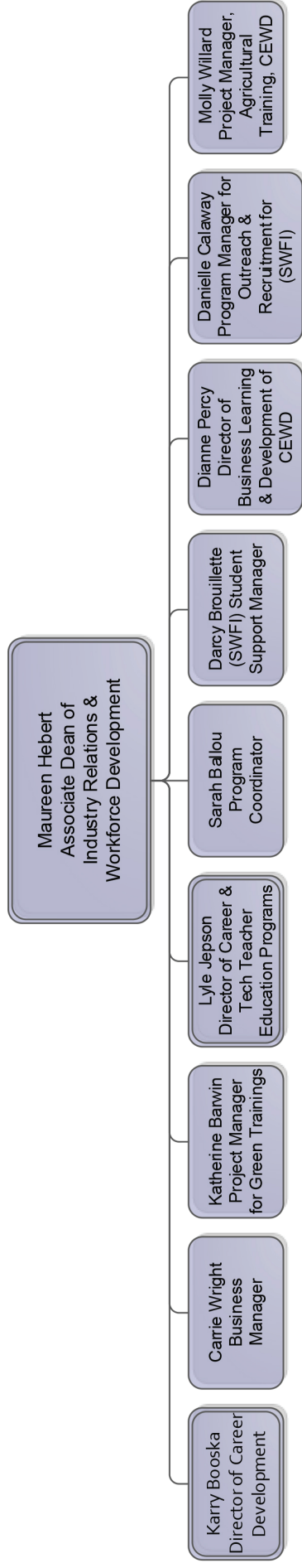
Hartness Library



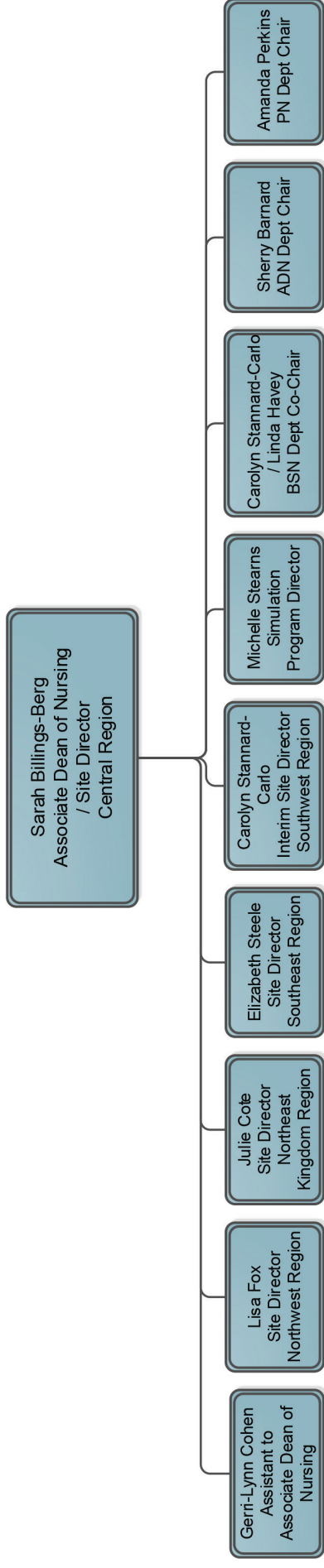
Information Technology



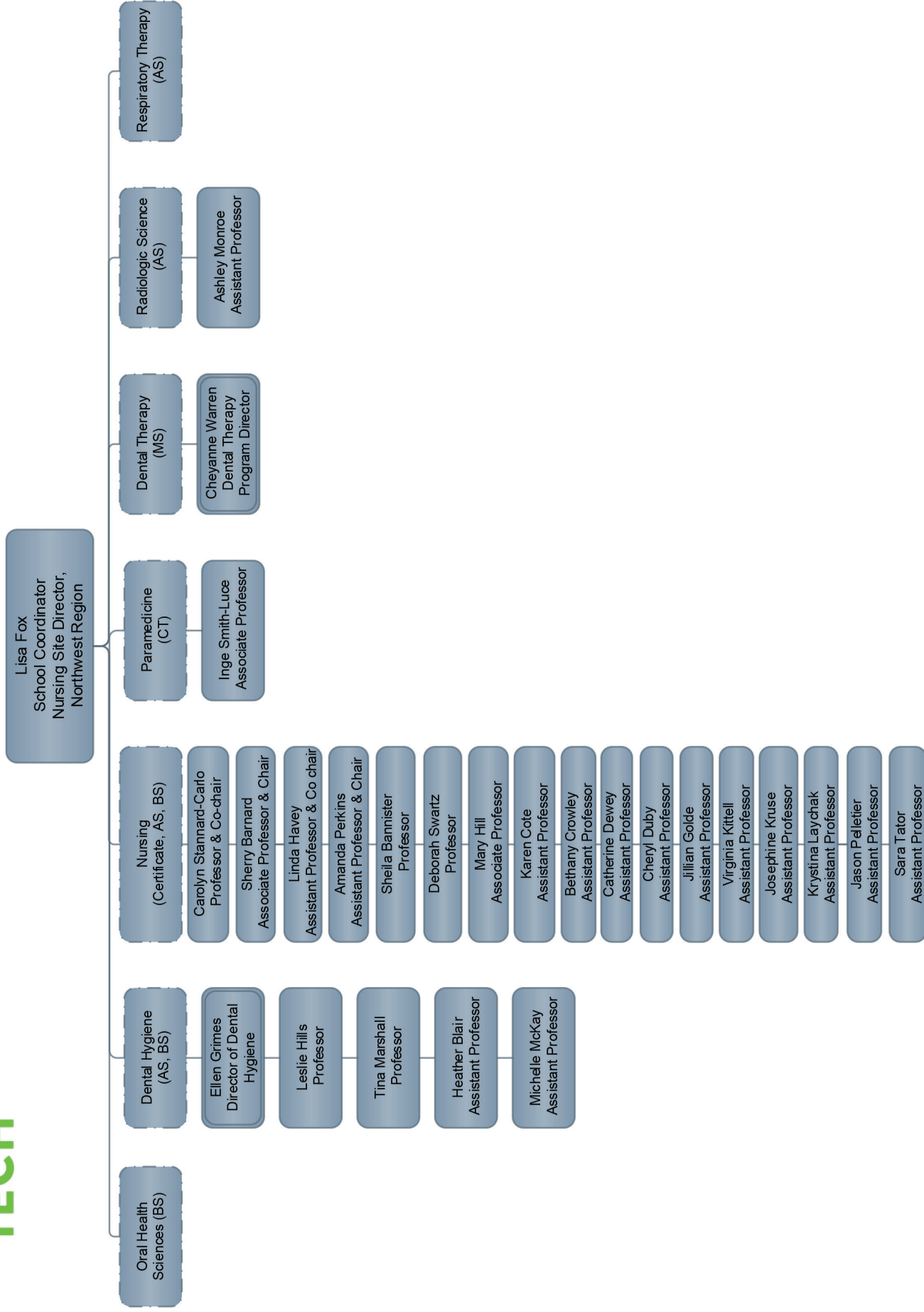
Industry Relations & Workforce Development



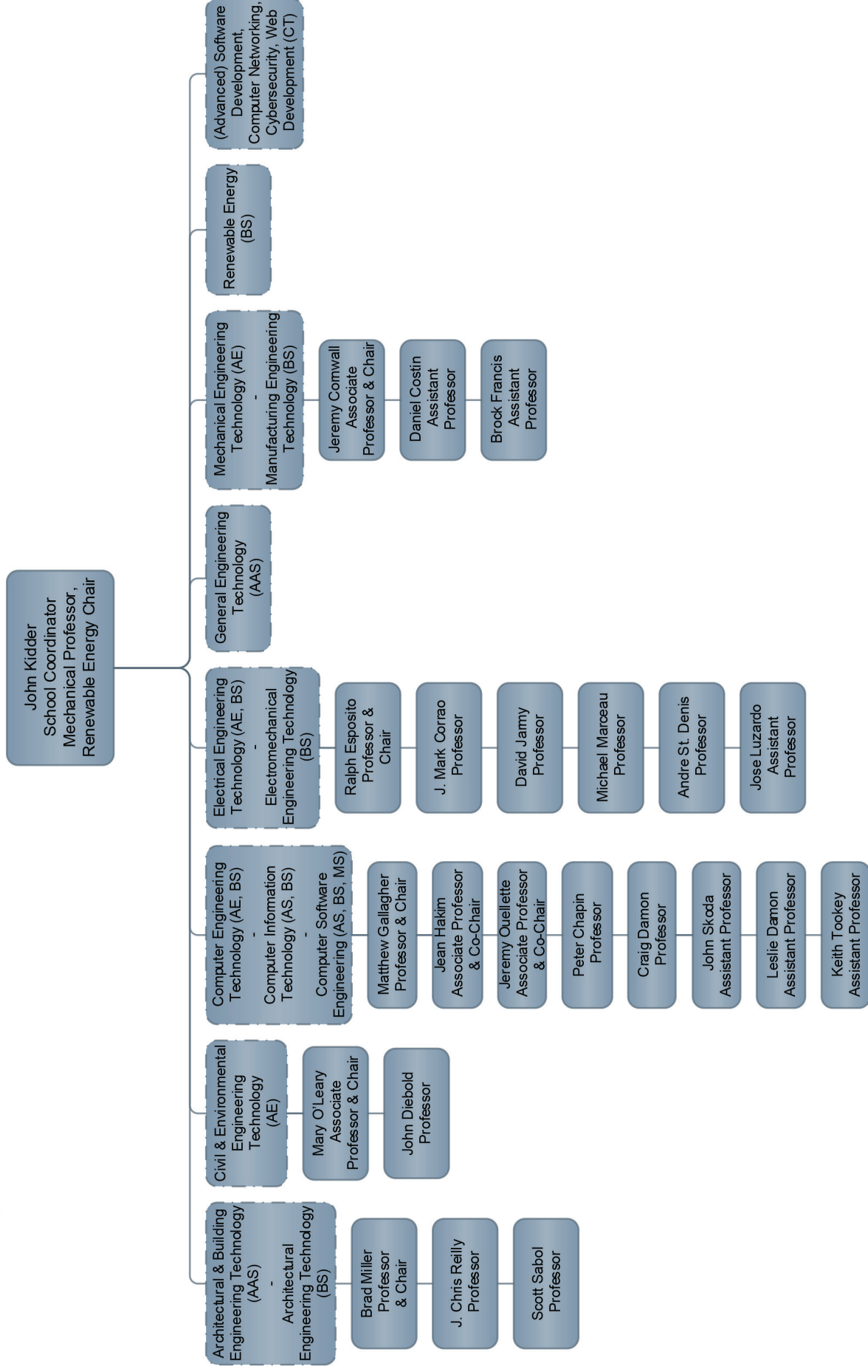
Nursing Leadership



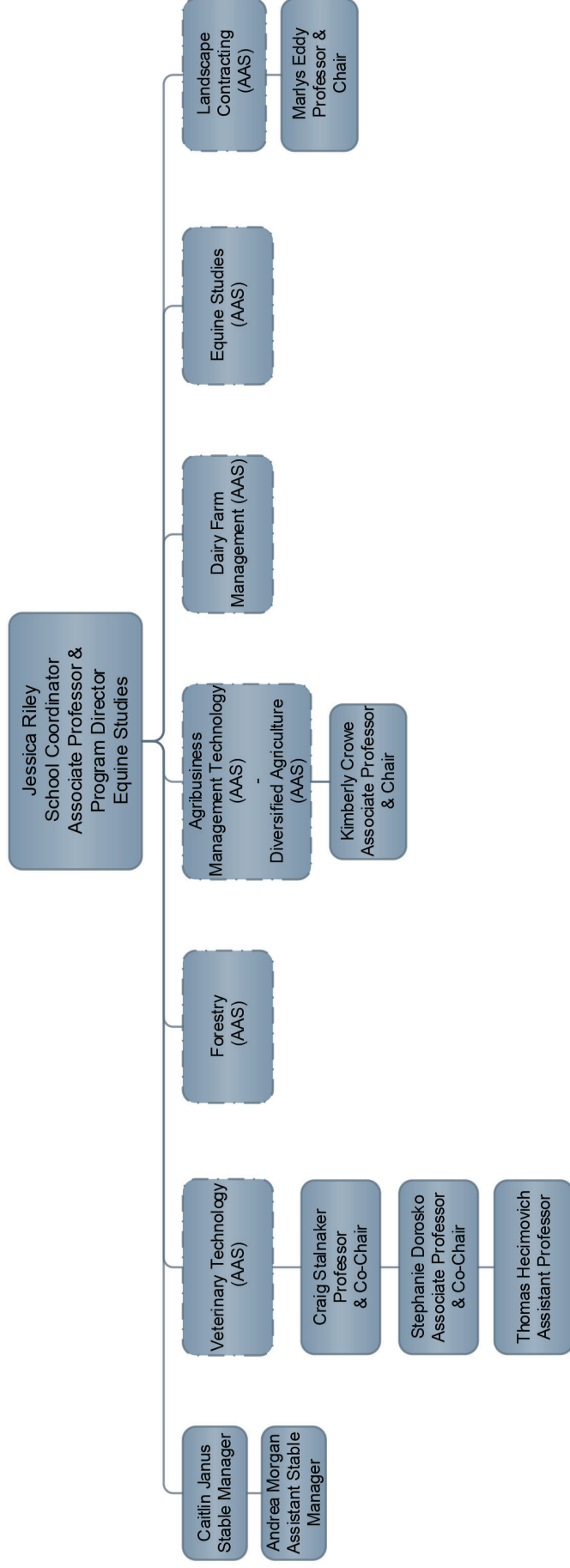
School of Nursing & Health Professions



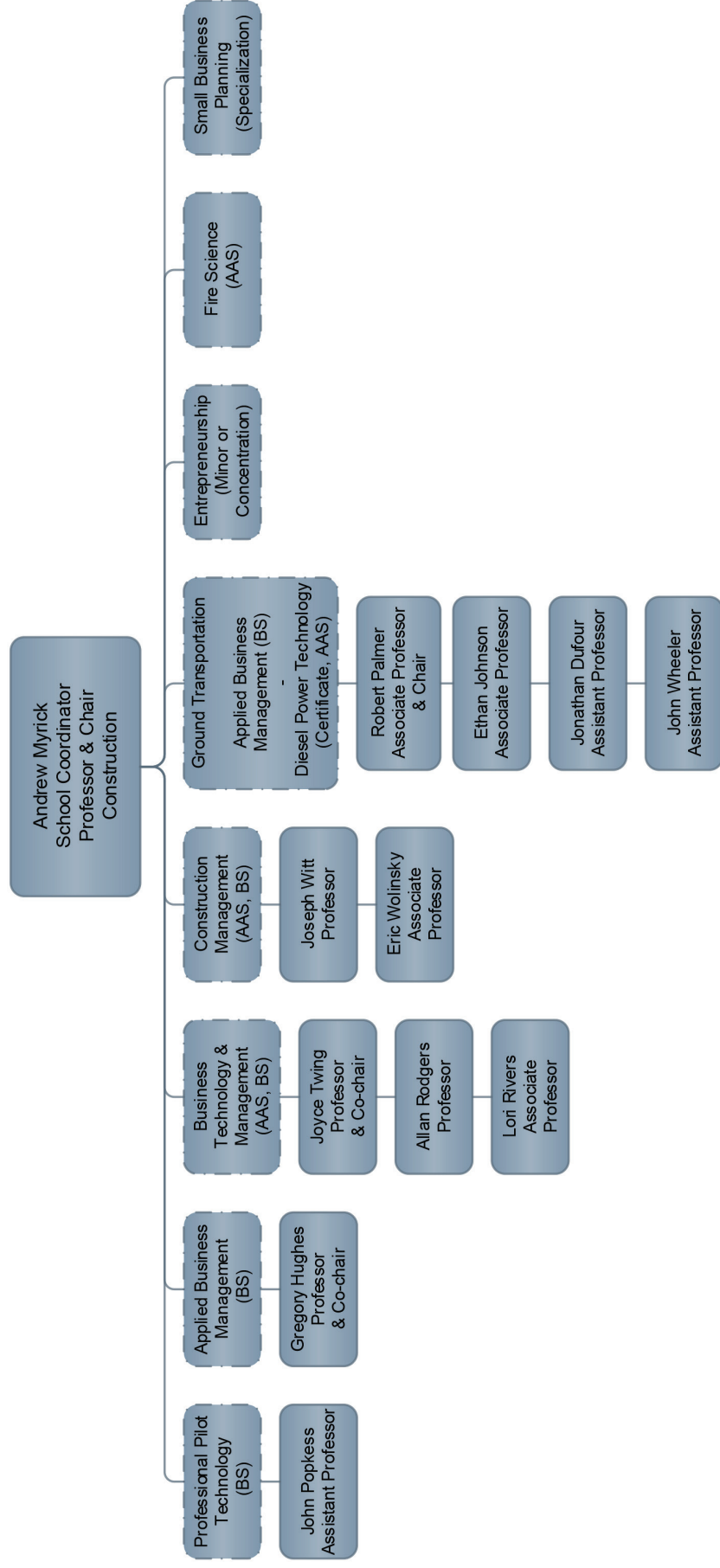
School of Engineering & Computing



School of Agriculture, Plant & Animal Sciences



School of Professional Studies & Management



School of General Education

