

CSCU Board of Regents

AGENDA - REGULAR MEETING

10:00 a.m., Thursday, March 21, 2024

Conducted at 61 Woodland Street, Hartford and Virtually

Meeting will stream live at: <https://youtube.com/live/DmGLKQ27dXw?feature=share>

NOTE: If any member of the public is unable to attend the meeting in real-time due to a lack of physical location or electronic equipment, they may request assistance by email to PHeleen@commnet.edu at least 24 hours before the meeting.

OPPORTUNITY TO ADDRESS THE BOARD:

- Written comments will be accepted concerning any matters. They will become part of the permanent record of the meeting. Written comments must be received via email to pheleen@commnet.edu at least 24 hours in advance of the meeting. All emails received will be compiled, shared with the Board members, and posted on the CSCU website in advance of the meeting, as well as attached to the meeting minutes. Please provide your name, affiliation (public, faculty, staff, student) and, if applicable, college or university affiliation. Anonymous emails will not be posted or shared.
- The Board encourages public comment on matters that appear on this agenda. Requests to provide in-person comments (including virtual appearances) must be received at least 24 hours in advance of the meeting by emailing the Assistant Secretary to the Board at pheleen@commnet.edu. Each speaker must specify the subject of their comments. A confirmation email with instructions to access the meeting will be forwarded the day before the meeting. In fairness to all who wish to address the Board, each speaker must abide by a three-minute time limit. At the end of each speaker's allotted time, the speaker will be asked to yield to the next speaker.
- Presenters will be prioritized based on the agenda of the meeting. First, the Regents will hear comments on action items before them; students will speak first, followed by the public, faculty, and staff. If time remains within the 30 minutes allocated to public comment, general presentations will be heard first from students followed by the public, faculty, and staff. Supplemental information may be provided in written form for distribution to the Regents. Again, should time not be sufficient to accommodate all speakers, written submissions are encouraged.

1. Call to Order, Roll Call & Declaration of Quorum

2. Adoption of Agenda

3. Comments from Chair JoAnn Ryan

4. Report from CSCU Chancellor Terrence Cheng

- **Update from Dr. John Maduko, President, CT State Community College**

5. Public Comment

6. Approval of Previous Meeting Minutes

- February 29, 2024 - Regular Meeting.....**Page 1**
- March 7, 2024 – Special Meeting.....**Page 30**

7. Consent Agenda

- a. Academic Program – Discontinuation.....**Page 32**
 - i. CT State – Meetings, Conventions and Special Events Management – Certificate
 - ii. WCSU – Social Science – CORRECTED DATE
 - iii. WCSU – Meteorology – CORRECTED DATE

- b. Academic Programs – Modifications.....Page 38
 - i. CT State – Music Studies – AA – Name Change
 - ii. CT State - Music – AA – Modification of an Accredited Program
- c. New Programs.....Page 42
 - i. CCSU – MA – Criminal Justice Administration
 - ii. Certificate – CT State - Land Surveying and GIS
 - iii. WCSU – BS - Comprehensive Special Education Paraprofessional Program
- d. Honorary Degrees.....Page 51
- 8. **Academic & Student Affairs Committee – Ira Bloom, Chair**
March Meeting: <https://www.youtube.com/watch?v=oPxFMddRFgU>
Report. No action items
- 9. **Audit Committee – Eleese Wright, Chair**
No report. No action items.
- 10. **Finance & Infrastructure Committee – Richard J. Balducci, Chair**
March Meeting: <https://www.youtube.com/watch?v=Q3rWffOQVM>
Report. Action item.
 - a. CSU Equitable Access Program FeePage 59
- 11. **Human Resources & Administration Committee – Sophia Jappinen, Chair**
Report. No action items.
- 12. **Technology Committee – Ted Yang, Committee Chair**
No report. No action items.
- 13. **Executive Committee – JoAnn Ryan, Chair**
No Report. No action items.
- 14. **Executive Session Anticipated**
- 15. **Possible Vote to Follow Executive Session**
- 16. **Adjourn**

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF REGULAR MEETING
THURSDAY, FEBRUARY 29, 2024
CONDUCTED VIRTUALLY**

LIVESTREAMED ON <https://www.youtube.com/watch?v=m9ThaQXl4w8>

REGENTS – PARTICIPATING (Y = yes / N = no)	
JoAnn Ryan, Chair	Y
Richard J. Balducci	Y
Ira Bloom	Y
Carla Galaise, Student Regent	Y
Marty Guay	N
Juanita James	Y
Sophia Jappinen	Y
James McCarthy	Y
Richard Porth	Y
Luis Sanchez, Student Regent	Y
Ari Santiago	N
Erin Stewart	Y
Elease E. Wright	Y
Ted Yang	Y
*Brendan Cunningham, FAC Chair	Y
*Colena Sesanker, FAC Vice Chair	Y
*Dante Bartolomeo, Labor Commissioner	N
*Dr. Manisha Juthani, Public Health Commissioner	N
*Daniel O’Keefe, DECD Commissioner	N
*Charlene Russell-Tucker, Education Commissioner	N
*Kelli-Marie Vallieres, Chief Workforce Officer	Y
<i>*ex-officio, non-voting member</i>	

CSCU STAFF:

Terrence Cheng, CSCU Chancellor
 Jessica Paquette, Vice Chancellor for System Affairs & Chief of Staff
 Danny Aniello, Special Asst to the Chancellor, Executive Director for System Project Management
 Dr. Lloyd Blanchard, CSCU Interim Vice President for Administration and Chief Financial Officer
 Adam Joseph, Vice Chancellor of External Affairs
 Vita Litvin, Interim General Counsel
 Dr. Manohar Singh, Interim President, Western CT State University
 Dr. John Maduko, President, CT State Community College
 Ed Klonoski, President, Charter Oak State College
 Dr. Elsa Nunez, President, Eastern Connecticut State University
 Dr. Zulma Toro, President, Central CT State University
 Dr. Dwayne Smith, Interim President, Southern CT State University
 Chris Engler, CSCU Labor Counsel
 Dr. Aynsley Diamond, AVP, Academic Affairs
 Pam Heleen, Secretary of the Board of Regents (recorder)

1. CALL TO ORDER

Chair Ryan called the meeting to order at 10:02 a.m. Following roll call, a quorum was declared.

2. ADOPTION OF AGENDA

Chair Ryan called for a motion to adopt the meeting agenda; on a motion by Regent Balducci, seconded by Regent Wright, the Agenda was unanimously adopted.

3. CHAIR RYAN'S REMARKS

- Chair Ryan welcomed everyone to the first Board meeting of the Spring 2024 semester.
- She announced the creation of a new BOR Standing Committee – the Technology Committee – which will be responsible for the oversight of technology infrastructure, cybersecurity measures, and the strategic integration of technology across CSCU. Regent Ted Yang will chair the Committee with Regents Guay, Jappinen, and Santiago also serving. The charter for this Committee will be posted on the Board webpage.
- Professor Brendan Cunningham has been elected as Chair of the Faculty Advisory Committee to take over for Professor David Blitz. Chair Ryan thanked David Blitz for his service and knows that the FAC will benefit from Dr. Cunningham's experience.
- Since the Board's last meeting, the 2024 session of the Connecticut General Assembly gavelled in. Chancellor Cheng delivered a presentation to the Appropriations Committee that was clear, direct, and extremely effective. She noted that during his time as chancellor, Cheng has been a strong and unwavering advocate for all the system's students and CSCU's mission of providing affordable, innovative, and rigorous academic programs in an environment where our students can realize both personal and professional success. She added that he has the Board's full support, and the Board appreciates the incredible efforts put forth on behalf of the system, the standards he has set, and the environment he has fostered.
- Chair Ryan reported that public higher education in Connecticut and across the nation has reached an inflection point and the financial challenges facing the system are significant. She noted that the Regents understand the uncertainty that faculty and staff are feeling as state funding falls short. She added that it was heartening to see so many members of the CSCU community - students, faculty and staff - joining the Chancellor at the Legislative Office Building to advocate for the additional funding needed to address the \$47.6 million shortfall in fiscal year 2025.
- She expressed, on behalf of the entire Board, condolences to the family of Bill Cibes, former Connecticut State University system President and Chancellor from 1994 to 2006 who passed away earlier this month.

4. CHANCELLOR CHENG'S REMARKS

Chancellor Cheng made the following remarks:

- During the week of February 19th, students, faculty, and staff testified before the legislature's Appropriations Committee, demonstrating how CSCU colleges and universities serve as a vital gateway to social mobility, opportunity, and life-long success. The Chancellor expressed his deep gratitude and appreciation for all students who made their voices heard. He shared a link to the compilation video of the student testimony (<https://www.youtube.com/watch?v=aoyiWxjwCog>) and thanked the outstanding, dedicated faculty and staff who also testified before the Appropriations Committee.
- The Chancellor stated that every day until midnight May 8, when the legislative session ends, CSCU will be advocating for the additional funding needed to address the projected \$47.6 million shortfall in fiscal year 2025. He added that \$47.6 million is the amount that only balances the budget. \$47.6 million is our minimum to avoid even more painful cuts and reductions.

- Following CSCU’s presentation to the Appropriations Committee, leadership went before the Higher Education and Employment Advancement Committee to underscore the success of the Connecticut Automatic Admission Program (CAAP). The program allows eligible Connecticut high school seniors to be automatically admitted to a CSCU university and other participating institutions. In only its second year, the total number of CAAP applicants increased by nearly 70 percent, and the total number of applicants to the CSCU schools increased by 400 percent, or 3,259 students. This program will ensure that more students have access to affordable, high-quality higher education, and help increase CSCU enrollment numbers. Proposed adjustments would increase equity and access for students.
- CSCU is also supporting legislation that would make the PACT program, CSCU’s free community college program, even more accessible by helping tens of thousands of students.
- The Chancellor shared the following happenings across the system, the genuine good done to stabilize enrollment and lift communities all across the state:
 - Southern Connecticut State University’s School of Nursing has earned the recognition of “Best RN Program in Connecticut” by [registerednursing.org](https://www.registerednursing.org). Southern’s impressive 96.86 success rate in students passing the NCLEX-RN exam over five consecutive years includes three years of a perfect 100% pass rate!
 - In December, the Board approved the establishment of the College of Health and Rehabilitation Sciences at Central Connecticut State University. The new College enhances community engagement through a new community clinic, which opened on January 24th. Central’s Community Health Education Clinic has begun offering free health screenings to Greater New Britain residents and members of the campus community. Students and faculty from Central’s Nursing program conduct these screenings, providing invaluable supervised hands-on experience for students.
 - As Western Connecticut State University’s student population and that of the surrounding community steadily grows more diverse, the U.S. Department of Education designated the university as a Hispanic-Serving Institution. The Hispanic-Serving Institution designation is a “significant milestone” for the university as institutions with HSI designation gain access to federal funding opportunities aimed at improving educational outcomes for Hispanic students, allowing them to enhance academic programs, student support services, and infrastructure. In addition, HSI status fosters a diverse and inclusive campus environment, and enriches the overall educational experience for all students. Western also just celebrated its first ever Day of Giving last week, on February 22nd. Western raised \$210,000 that day, surpassing their initial target of \$150,000. In total there were 1656 donors, giving in 22 different areas, with Athletics alone raising more than \$100,000. It was a great show of community support, along with faculty, staff, and students, several foundation board members and local businesses contributed to the celebration.
 - The Chancellor shared the success Charter Oak State College has had with the \$1.375 million Career Connect workforce training grant they were awarded in 2022. In less than a year, they exceeded their goal, supporting 150 students with holistic aid, including laptops, stipends, career navigation, and LinkedIn Learning. Achieving an impressive 95% completion rate, the program’s diverse student body with 65% from unrepresented minority groups from every corner of Connecticut. Their success positions Charter Oak to leverage this grant for future opportunities.
 - Eastern Connecticut State University hosted a symposium titled "Moving Forward: Community Dialogues on the Opioid Epidemic," featuring several experts and bringing together community partners and the public to better understand the opioid epidemic. Eastern also continues to help students outside the classroom. They recently opened “Thrift Warriors”,

a student-run thrift store that provides free, gently used clothing, small appliances, school supplies, and decorative items. “Thrift Warriors” also serves as a communal and experiential learning space.

- CT State Community College President Maduko traveled with a delegation of faculty, campus leaders, administrators, and students to Capitol Hill this month to represent CT State Community College as part of the 2024 Association of Community College Trustees (ACCT) National Legislative Summit. The group joined representatives from 1300 community colleges to advocate for community colleges and hear from members of the U.S. Congress, leading political analysts and other high-profile speakers about legislative issues impacting community colleges. Their participation in the Summit emphasized the importance of sharing stories with legislators to draw attention to the indispensable role community colleges play in addressing critical workforce shortages.

5. **PUBLIC COMMENT** – Attachment A includes written comments received prior to the beginning of this Board meeting.

STUDENTS	FACULTY/PUBLIC
Audrey Arnold, SCSU	Cindy Stretch, Vice President, CSU – AAUP
	Louise Williams, President, CSU – AAUP
	John O’Connor, AAUP
	Ruth MacDonald, Charter Oak Faculty
	Seth Freeman, President, 4Cs

6. **APPROVAL OF PREVIOUS MEETING MINUTES**

– **December 14, 2023 Meeting Minutes**

On a motion by Regent Balducci and seconded by Regent Porth, the December 14, 2023 Regular Meeting minutes were unanimously approved.

– **December 18, 2023 Special Meeting Minutes**

On a motion by Regent Balducci and seconded by Regent Porth, the December 18, 2023 Special Meeting minutes were unanimously approved.

7. **CONSENT AGENDA**

On a motion by Regent Balducci, seconded by Regent Bloom, the Consent Agenda was unanimously adopted.

RESOLUTIONS APPROVED ON CONSENT

a. **Academic Programs – Discontinuations**

- RESOLVED:** That the Board of Regents for Higher Education approve the discontinuation of the Bachelor of Arts program in Media Studies at Southern Connecticut State University effective February 29, 2024.
- RESOLVED:** That the Board of Regents for Higher Education approve the discontinuation of the Cybersecurity Operations – Certificate at Connecticut State Community College effective February 29, 2024.

- iii. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Cybersecurity Option leading to an Associate of Science Degree in Cybersecurity at Connecticut State Community College effective February 29, 2024.

b. Academic Programs – Modifications

- i. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Masters in Business Administration (CIP Code: 52.0201/ OHE# 19157), specifically, a modification to the CIP Code and course electives at Southern Connecticut State University.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – BS in Communications (CIP Code: 90101/ OHE# 14816), specifically a modification of courses/course substitutions at Southern Connecticut State University.
- iii. RESOLVED: That the Board of Regents for Higher Education approve the name change modification of a program – MS in School Health Education (CIP Code: 131307/ OHE# 20261), specifically a modification of program delivery method at Southern Connecticut State University.
- iv. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – BS in Criminal Justice, Criminology, and Law, specifically to modify the CIP Code at Western Connecticut State University (OHE# 00202 and current CIP Code 43.0107).
- v. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – BS in Justice and Law, specifically to change the program name to BS in Criminal Justice, Criminology, and Law at Western Connecticut State University (OHE# 00202 and new CIP Code 43.0103).
- vi. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – AS in Health Information Technology – Data Management (CIP Code: 51.0707/ OHE# 21333), specifically a modification of courses/course substitutions and a change to selective admission at Connecticut State Community College.
- vii. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Cybersecurity Essentials – Certificate 2 (CIP Code: 11.1003/ OHE#21521), specifically a modification of the program name at Connecticut State Community College.
- viii. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Computer Networking Technology – Certificate 2 (CIP Code: 11.0901/OHE# 21506), specifically a modification of the program name at Connecticut State Community College.

c. Continuation of a Center/Institute

- i. RESOLVED: That the Board of Regents for Higher Education approve continuation of a center, the Research Center – Values in Emerging Science and Technology at Southern Connecticut State University, until December 31, 2030.

d. Promotion

- i. RESOLVED: That the Board of Regents for Higher Education approve the promotion of Dr. April Moreira recommended by Interim President Manohar Singh of Western Connecticut State University.

e. Finance Item

i. Credit Card Fees

WHEREAS, The Board of Regents for Higher Education (the Board) under its statutory authority – CGS 10a-99 – reviews and establishes tuition and fees for such purposes as the Board deems necessary, and

WHEREAS, On October 20, 2022 and December 14, 2023, the Board approved the fee structure for CSCU institutions, including what is referred to as “Tier II” Fees for fiscal years 2024 and 2025, respectively. Tier II Fees cover items that are assessed to students on a usage basis and are not necessarily applicable to all students, and

WHEREAS, Among the Tier II Fees approved for the four CSCU universities (CSUs) is one associated with credit card service fees, assessed by the service provider, TouchNet, to process credit cards for our universities, and

WHEREAS, The requested fees previously approved by the Board were at a specific percentage of 2.85% and 2.95% for fiscal year 2024 and fiscal year 2025, respectively,

WHEREAS, The service provider, TouchNet, recently increased the fee for international transactions to 4.25% which is allowable under CSCU Contract No. 22044, therefore be it

RESOLVED, That the Tier II Fees schedule line item associated with any credit card service fees shall henceforth appear as an informational item only at the bottom of the fee schedule rather than a set amount within an itemized fee schedule and asterisked to indicate that changes in the percentage are permitted in accordance with the applicable contract with the service provider.

8. ACADEMIC & STUDENT AFFAIRS COMMITTEE – Committee Chair Bloom

The Academic & Student Affairs Committee met on February 2. Thirteen ASA items were included on the Consent Agenda, and he thanked the Board for their approval.

Resolution for Southern Connecticut State University’s new Bachelor of Arts program in Teaching English to Speakers of Other Languages (TESOL)

Regent Porth made the motion which was seconded by Regent Wright to move the resolution forward for discussion and full Board approval.

Committee Chair Bloom noted that Dr. Smith has certified that this new program is an investment to increase enrollment and is part of Southern’s Deficit Mitigation Plan. Committee Chair Bloom introduced the program:

- As an undergraduate TESOL program, the primary goal is to equip candidates with the knowledge and skills necessary to be effective teachers of multilingual learners. Through this training, students will learn about the fundamental principles of language, including its structure, function, and use, and how these principles relate to language acquisition. The program prepares students to work with diverse populations and provides them with the tools and techniques necessary to develop and implement effective lesson plans, assessments, and instructional strategies that meet the needs of multilingual learners.
- The research clearly indicates a strong and growing demand for qualified TESOL educators both regionally and globally. Globalization, increased international mobility, and the prominence of English as a global communication tool have heightened the need for skilled TESOL educators. Local schools, language centers, and international institutions have expressed a pressing demand for educators who are equipped with the necessary knowledge and credentials to teach English to diverse learners. As of August, 2023 in Connecticut alone, there are 14 ESL teacher positions that remain unfilled, 8 community college and adult education ESL instructor positions, and over 20 online ESL teaching jobs.

- This new program at Southern will be a great feeder program for the Master's program at Central Connecticut State University.
- Committee Chair Bloom introduced Chief Workforce Officer Vallieres who voiced her support for the program.

Already having a first and a second on a motion to approve, the resolution passed with a unanimous voice vote.

9. AUDIT COMMITTEE – Committee Chair Elase Wright

The Audit Committee met on December 19, 2023.

- Management provided an update on the Auditors of Public Accounts (APA) audits. The APA are currently performing the Statewide Single Audit which is expected to be released in the first quarter of 2024 and are continuing their audits of the System for fiscal years 2021 and 2022.
- Management discussed the 2023 financial close process and audit fieldwork, noting that the auditors were overall happy with the preparedness and timeliness of deliverables.
- Management discussed the new GASB 96 standard that was implemented for fiscal year 2023. This new standard requires all subscription-based IT arrangements that meet certain criteria to be recorded on the balance sheet as a software subscription asset and liability. Due to the significant undertaking of this GASB, the System engaged Grant Thornton's consulting team to assist with implementation.
- Management also discussed the change in the State's fringe benefit methodology that required the accounting department to make a few changes internally with the payroll posting process. The new fringe benefit methodology also required some changes to be made to some of the year-end accrual entries for the audit. This change in methodology shifted all retirement fringe costs to the state, and all non-retirement fringe costs to CSCU institutions. The non-retirement fringe costs are estimated to be \$171 million in FY24 and \$178 million in FY25. The state increased our block grant by \$42 million to help cover these costs, so CSCU bears the remaining costs of \$129 million in FY24 and \$132 million in FY25. These new costs represent a \$75 million negative impact in FY24 and an \$82 million impact in FY25.
- Audit firm Grant Thornton presented the audit reports and required communications for Connecticut State Community College, Connecticut State Universities, and Charter Oak State College for the year ended June 30, 2023. All three audit reports resulted in clean, unmodified opinions. There were no audit adjustments for Connecticut State Community College. The Universities and Charter Oak each had one auditor-identified adjustment that were considered to be immaterial to the financial statements. There were no material weaknesses or control deficiencies identified across the System.
- The System's Foundation financial statements were also finalized and received unmodified, clean opinions.
- Audit firm CohnReznick presented the CSCU 2020 Construction audit. The audit report presented was a clean, unmodified opinion and there were no audit issues encountered during fieldwork.

10. FINANCE & INFRASTRUCTURE COMMITTEE – Committee Chair Balducci

Committee Chair Balducci raised a point of personal privilege to express his condolences to the family of William Cibes, as well as to thank Professor David Blitz for his service to the Board as a member of the Faculty Advisory Committee.

He continued his report noting that the Finance and Infrastructure Committee met on February 14, 2024 and approved the Administration's Mid-Year Budget Update. The resolution and staff report as approved by Committee begin on page 115 of the meeting packet.

A motion was made by Regent Bloom and seconded by Regent Jappinen to open the resolution up for discussion and to forward the resolution to the full Board for approval.

- Committee Chair Balducci introduced the item by noting that the FY24 spending plan that was approved last June has been impacted substantially by the Deficit Mitigation Plan presented to the Board in November. The Mid-Year Update presented in this report showed how the mitigation efforts impacted the spending plan. The updated spending plan reflects a balanced budget for all institutions in FY24. Some institutions will produce surpluses, and these surpluses will be used to mitigate that institution's FY25 deficits.
- Committee Chair Balducci asked CFO Blanchard to present the mid-year update. His presentation is included as Attachment B.
- Professor Cunningham shared his comments. They appear in their entirety as Attachment C.
 - CFO Blanchard responded to Professor Cunningham's remarks by sharing information regarding the FY2023 Ending Reserve Balances (Attachment D).
- Regent Stewart noted that the current Funding Balance Guidelines is 8 years old and recommended that the Finance Committee look at the policies to determine if they need to be revised. She shared her congratulations on solving the deficit that was anticipated in this fiscal year, as well as seeing the institution reserves.

The resolution passed unanimously.

11. HUMAN RESOURCES & ADMINISTRATION COMMITTEE – Committee Chair Sophia Jappinen
No report.

12. EXECUTIVE COMMITTEE – Chair Ryan
No report.

13. EXECUTIVE SESSION

At 11:21 a.m. on a motion by Regent Balducci, seconded by Regent Yang, the Board voted unanimously to go into Executive Session regarding:

- matters concerning security strategy or the deployment of security personnel, or devices affecting public security [CGS Section 1-200(6)(C)]
- Records, reports and statements of strategy or negotiations with respect to collective bargaining [CGS Section 1-210(9)]

Chair Ryan announced that no votes would be taken in Executive Session. Chair Ryan directed Chancellor Cheng, Jessica Paquette, Dr. Lloyd Blanchard, Vita Litvin, Adam Joseph, Lori Lamb, CIO Jim Vasquez, and CSCU Information Security Officer Pete Carey to remain with the Board in Executive Session.

10. ADJOURNMENT

With the conclusion of the Executive Session, Chair Ryan declared the meeting adjourned at 12:58 p.m.

Submitted,

Pamela Heleen
Secretary of the CT Board of Regents for Higher Education

Attachment Listing

Board of Regents Meeting

February 29, 2024

Attachment A – Written Public Comment

Attachment B - FY2023–2024 Mid-Year Budget Update

Attachment C – Comments to CSU Board of Regents from Professor Brendan Cunningham

Attachment D – FY23 Ending Reserve Balances

Written Comment from Dr. Matthew Ciscel (CCSU) with Response from Dr. Elena Schmitt (SCSU)

Written Comment to the CSCU Board of Regents, Regular Meeting, 10am, Thursday, Feb 29, 2024

NAME: Dr. Matthew Ciscel

ROLE: Professor, Program in Applied Linguistics and TESOL, Department of English

AFFILIATION: Central Connecticut State University

DATE: Submitted around 11am, Tuesday, February 27, 2024

RE: Agenda Item 8a, New Program Proposal, BA TESOL at SCSU, brought by the Academic & Student Affairs Committee

While the proposal is correct in identifying a dire shortage of TESOL teachers in Connecticut to serve the needs of our growing multilingual population, I am writing to express several concerns with the nature and curricular design of the proposed program.

The concerns are that:

- 1) This BA substantively duplicates the existing initial Teacher Certification program within the CSCU System at CCSU and weakens the ability of both programs to operate with robust enrollments,
- 2) Such BA TESOL programs are rare for a reason. This is training that occurs almost everywhere at the graduate level because of the complexity and broad reach of the specialization's content. This fact throws into doubt the potential for robust undergraduate-level enrollments, academic success, and the promised impact on bilingual learners in our schools, and
- 3) Most importantly, the curriculum outlined in the New Program proposal does not reflect the full requirements of CT Teacher Certification Regulations. As outlined, it does not lead to initial Teacher Licensure in TESOL (Endorsement Code #111), because it includes neither the required nine credits in bilingualism or literacy training, nor certification-specific general education requirements, nor other required education credits such as Special Education (3 credits). Initial teacher certification is very difficult to squeeze into 120 undergraduate credits, particularly in TESOL. This proposal does not provide the teacher certification that it promises.

In sum, despite the robust justifications and thorough outline of learning outcomes, this proposal has some crucial problems that should be addressed before approval. On behalf of the established TESOL teacher certification program in the CSCU system (which is at Central), I respectfully request that the proposal be tabled or withdrawn.

1. This BA substantively duplicates the existing initial Teacher Certification program within the CSCU System at CCSU and weakens the ability of both programs to operate with robust enrollments,

The initial Teacher Certification at CSSU is at the graduate level. This is the only undergraduate initial teacher certification in the state and beyond. Undergraduate students do not have an opportunity to get certified in this crucial subject area. We do not believe that the proposed program will provide any challenges for the existing MAT in TESOL at CSSU.

In addition, offering a BA in TESOL with initial certification provides a unique opportunity for undergraduate students. It opens pathways for individuals who are passionate about TESOL to pursue this field of study from an earlier stage in their academic journey. By offering this program at the undergraduate level, we can attract a broader range of students who may not have considered pursuing a graduate-level program.

2. Such BA TESOL programs are rare for a reason. This is training that occurs almost everywhere at the graduate level because of the complexity and broad reach of the specialization's content. This fact throws into doubt the potential for robust undergraduate-level enrollments, academic success, and the promised impact on bilingual learners in our schools, and

This aspect was thoroughly considered during the development of the BA in TESOL program. The program is strategically crafted to provide students with exceptional flexibility, allowing them to pursue an additional major or concentration in various subject areas. This unique feature is highly appealing to students with diverse interests and career aspirations. By offering a dual major option, we can attract students who are passionate about TESOL and seek to complement their expertise with another field of study, such as Social Studies, English, Education, Mathematics, Sciences, or a foreign language. This dual major opportunity not only enriches students' academic experiences but also ensures that TESOL teacher candidates are well-prepared to support multilingual learners across various educational contexts. Additionally, obtaining an additional teaching endorsement in these areas of education enhances the versatility and marketability of our graduates in Connecticut's educational landscape.

3. Most importantly, the curriculum outlined in the New Program proposal does not reflect the full requirements of CT Teacher Certification Regulations. As outlined, it does not lead to initial Teacher Licensure in TESOL (Endorsement Code #111), because it includes neither the required nine credits in bilingualism or literacy training, nor certification-specific general education requirements, nor other required education credits such as Special Education (3 credits). Initial teacher certification is very difficult to squeeze into 120 undergraduate credits, particularly in TESOL. This proposal does not provide the teacher certification that it promises.

This is inaccurate. The program has followed all the requirements of the State Teacher Certification Regulations and was developed in close collaboration with the CT Department of Education and College of Education at Southern. Specifically, the program includes 9 credits in Bilingual Education and Literacy:

TSL 315 "Principles of Bilingual Education"

TSL 418 "Content Based Instruction for Multilingual Learners"

TSL 417 "Literacy Development for Multilingual Learners"

The program also includes professional certification-specific general education requirements:

EDU 200 Teachers, Schools and Society
SHE 203 School Health
EDU 413 Secondary Education
SED 225 Introduction to Exceptionalities
EDU 316 Child Development and Psychology for Education
TSL 451 and 452 Student Teaching
TSL 453 Student Teaching Seminar

And a special education course: SED 225 Introduction to Exceptionalities.

The Pre-Program Proposal Application was vetted by the CT State Department of Education to ensure compliance with certification standards.

By offering initial teacher certification in TESOL at the undergraduate level, we are addressing the critical shortage of ESL teachers in Connecticut and beyond. This program will prepare a new generation of highly qualified ESL educators who are equipped to meet the diverse needs of multilingual learners in today's classrooms. Increasing access to qualified ESL teachers will have a positive impact on bilingual learners and contribute to the overall improvement of language education in our schools.

Board of Regents Meeting – 2/29/24
Seth Freeman, 4Cs President

Members of the Board of Regents,

This month I am sharing my written testimony provided to the CGA Higher Education and Employment Advancement Cmte. This written testimony below is designed to properly advocate for the funding we need in CSCU, expose the continued failures of Chancellor Cheng and the Board of Regents, and highlight how COSC needs additional funding to address longstanding inequities and pay disparities with COSC teaching faculty.

February 27, 2024 – Higher Education and Advancement Committee

Good morning Senator Slap, Representative Haddad and members of the Committee,

My name is Seth Freeman, and I am a Professor at CT State Capital and President of Congress of CT Community Colleges which represents full-time and part-time faculty and staff across our twelve community college campuses, and part-time faculty at Charter Oak State College and University of Hartford.

My testimony today will focus on CT State Community College, but I also will briefly mention Teaching Faculty at Charter Oak State College as well who are in the process of bargaining their first contract.

CT State Community College

CT State Community College is in crisis due to the insufficient funding provided by the legislature last year, and because of gross mis-management by CSCU and CT State managers.

Beginning last summer, we have seen drastic cuts to essential services across our community colleges. CT State has eliminated over 200 part-time staff positions. Additionally, CT State has left dozens of full-time faculty and staff positions vacant. Between the cuts to part-time staff and the unfilled full-time vacancies, every community college campus has made drastic and painful cuts to student-facing services. Cuts to course offerings, cuts to tutoring, library, career services, English for Speakers of Other Languages (ESOL), student activities, mental health services, advising, workforce development, cafeteria, food pantry, fitness center services and more. The cuts are significantly eroding the quality of services in our colleges and hurting our students.

These drastic cuts this year come on the heels of years of smaller cuts, and years of unfilled FT positions.

These cuts are a direct result of insufficient funding from the legislature and chronic and spectacular mis-management by CSCU and CT State managers.

In our CSCU system, our system managers and Board of Regents continue to horrifically fail to manage our system. Chancellor Cheng, and President Ojakian before him, failed all of you by repeatedly lying to you about the goals and outcomes of merging our community colleges. Both men told fairy tales to this body, tales of magical savings CSCU would achieve and tales of magical equity for Black and Brown

students. Both men told you the lies that too many of you wanted to hear, that by merging our community college system, we would reduce costs while simultaneously improving services.

These leaders have led our system to the crisis we face today. A community college system that is simultaneously under-resourced and spectacularly mis-managed, with a new top-heavy managerial structure with well-paid managers in distant offices, while student-facing services and classroom services are bare-boned and being eliminated.

All the lies from President Ojikian and Chancellor Cheng are crashing down on our students. What our faculty and staff warned the legislature five years ago has come to pass. Through the merger we have wasted millions of dollars on bloated levels of statewide managers. Every dime spend on statewide managers is a dime taken away from student-facing services on our campuses. Now every year our campus budgets have shrunk, while budgets for CSCU and CT State managers have increased.

Additionally, all the lies about CSCU Shared Services are also now coming to light. CSCU managers said that moving to CSCU Shared Services would create efficiencies and improve services. This is not the experience of faculty and staff on our campuses. CSCU Shared Services is overwhelmingly viewed as a failure. Our experience of Shared Services is emptied and hollowed out Human Resources and Business offices on our campuses, which provide much lower quality of service for faculty, staff, students and administrators.

CT State managers recently provided the following budgetary data that shows how the merger and CSCU Shared Services is siphoning resources from our campuses.

Total Expenditures by Campus:

	System Office	CSCU Shared Services	Asnuntuck	Capital	Gateway	Housatonic	Manchester	Middlesex
FY 19	26,293,876		21,264,646	35,983,038	61,713,629	44,441,496	53,636,524	24,243,682
FY 20	30,015,808		21,573,359	35,963,566	60,369,177	43,242,415	51,872,501	24,234,871
FY 21	36,569,493		20,433,091	35,632,071	61,481,881	41,227,156	50,887,375	24,306,915
FY 22	6,081,386		19,976,100	32,520,603	57,214,995	38,609,605	47,443,045	23,003,558
FY 23	7,552,883	60,518,396	22,902,065	36,549,462	61,461,033	41,930,655	49,084,787	25,019,075
FY 24	7,038,906	72,093,887	15,086,698	25,512,172	43,482,740	29,989,881	33,097,931	18,821,866
	Middlesex	Naugatuck	Norwalk	Northwestern	Quinebaug	Three Rivers	Tunxis	Total
FY 19	24,243,682	59,905,144	48,315,930	16,409,040	16,367,414	36,296,788	35,341,798	480,213,005
FY 20	24,234,871	58,933,097	47,144,222	16,417,070	16,653,916	35,384,197	34,948,839	476,753,038
FY 21	24,306,915	58,207,555	44,735,494	16,483,339	16,465,352	34,983,292	36,088,091	477,501,105

FY 22	23,003,558	55,023,255	42,831,540	15,262,100	14,912,723	31,250,708	33,808,632	417,938,250
FY 23	25,019,075	58,688,084	45,841,479	17,166,786	17,211,220	34,741,336	34,856,013	513,523,274
FY 24	18,821,866	39,597,486	33,843,148	11,792,804	12,694,137	25,014,889	24,589,108	392,655,653

Note above that CSCU Shared Services cost \$72 million dollars this year. We are spending exorbitant amount of money on System Office and CSCU Shared Services, while campus budgets are being decimated.

I want to highlight Manchester's budget. It went from \$53 million in FY 2019 to \$33 million in FY2024. This is painful to see in plain numbers. But this has happened on every campus, and why our campus services – our student-facing services – are being eroded.

Sadly, Chancellor Cheng is still failing you today. He is failing you by telling you that \$47 million is enough to provide the resources and services our CSCU students deserve. Chancellor Cheng and the Board of Regents are still not fighting for CSCU students, but rather serving Governor Lamont's austerity agenda. Their ask of \$47 million is not enough. \$47 million for CSCU will not restore the cuts that have been made. \$47 million will not stop the tuition hikes.

Our faculty, staff, and students are here to tell our truth. We need \$160 million dollars to stop the 5% tuition hikes, reverse the terrible cuts that are destroying our colleges and hurting our students. Cuts and tuition hikes that are guaranteed to hurt retention and hurt enrollment, and only deepen the crisis we are already in.

We need the legislature to provide more oversight over CSCU and CT State managers, to ensure the funding you provide goes directly to our campuses for student-facing services. As the chart above shows, our campus budgets have been decimated, and our CSCU and CT State managers are grossly mis-managing the resources provided by the state.

Our students are depending on you to fix the crisis that you caused last year. Please do what is right for our students so CT can once again have one of the best community college systems in the country. Please do not sacrifice our working-class students and our Black and Brown students across our community colleges, to serve the lie that our state can't afford to fund our community college system and provide our students the quality of education they deserve.

Charter Oak State College

Charter Oak State College Teaching Faculty, who are all part-time, and all online teaching faculty, have recently formed their union and are bargaining their first contract.

Charter Oak Teaching faculty for the past 30 years, were the only faculty in the CSCU system that were not unionized. They recently won their union last Fall semester.

Charter Oak State College for decades has grossly underpaid their faculty, and they have balanced their budgets on the backs on their teaching faculty. Some basic data from 2012 shows the following:

- COSC Student Tuition has risen **40%** since FY12 to FY24 from \$236 to \$329 per credit

- COSC Administrative Staff salaries have risen approximately **40%** between this same time, consistent with other higher education bargaining units (including community college faculty and staff)
- Inflation has risen approximately 34% over this time period
- **COSC teaching faculty have seen flat salary, 0% salary increase since 2012**

COSC Teaching Faculty are fighting for equity and respect in their contract negotiations right now.

Just like our community colleges and our state universities, today CSCU managers are failing to request the funding to properly fund Charter Oak State College. Proper funding for COSC recognizes that teaching faculty need to be compensated fairly and respected. We need this legislature to support equity for Charter Oak teaching faculty, and ensure COSC faculty are provided a fair contract and well overdue compensation.



FY2023-24 Mid-Year Budget Update

Finance and Infrastructure Committee
February 14, 2024



Deficit Mitigation Plan

A Balanced Path Forward for Public Higher Education: Revenues, Reductions, and Reserves

In June, we projected a \$26.7M deficit for FY24.

In November, we presented our Deficit Mitigation Plan that covered FY24 and FY25.

This mid-year update shows how the Deficit Mitigation Plan impacts the FY24 budget.

Today, we project a balanced budget in FY24.

Surplus/(Deficit) reported to June 21 st BOR F&I	(26.7)
Total deficit mitigation (in millions)	<u>\$63.0</u>
1. Adjustments updating deficit	(2.6)
2. New revenue initiatives	16.7
3. Expenditure reductions	36.8
4. Institutional cash support	12.1
Balanced Budget for FY24	0.0



Deficit Mitigation Plan

A Balanced Path Forward for Public Higher Education: Revenues, Reductions, and Reserves

FY24	Central	Eastern	Southern	Western	CT State	Charter Oak	SO/SS
Surplus/Deficit reported to June 21 st BOR F&I	\$13.5	\$0.0	\$5.5	(\$12.0)	(\$33.6)	\$0.0	\$0.0
Total mitigation (in millions)	<u>\$7.6</u>	<u>\$2.1</u>	<u>\$4.2</u>	<u>\$12.1</u>	<u>\$33.6</u>	<u>\$0.4</u>	<u>\$3.0</u>
1. Adjustments updating deficit	(0.5)	(1.4)	(3.8)	0.4	2.5	0.1	0.0
2. New revenue initiatives	8.5	(0.2)	7.6	0.0	0.5	0.3	0.0
3. Expenditure reductions	(0.4)	3.7	0.4	6.6	23.6	0.0	3.0
4. Institutional cash support	0.0	0.0	0.0	5.0	7.1	0.0	0.0



FY24 Systemwide Mid-Year Update

Revenues are adjusted upward by 1.5% (+\$17.5M).

Expenditures are adjusted downward by 4.5% (-\$53.7M)

Projected Net Results are adjusted upward by \$71.7M.

The deficit mitigation plan presented to BOR in Nov 2023 explains the difference between the original FY24 Budget and FY24 Mid-Year Projection.

	FY23 Actual	FY24 Budget	FY24 Mid-year Projection	FY24 MidYear Projection vs. Budget	
				\$ change	% change
Revenue:					
Tuition & Fees	484.1	490.7	501.1	10.4	2.1%
State Appropriations	362.7	358.1	358.1	-	0.0%
Fringe Benefits Paid By State (GF & OF)	396.8	41.7	41.7	-	0.0%
One-time Funding	169.4	189.2	189.2	-	0.0%
Housing and Food Services	89.0	90.7	95.7	5.0	5.5%
Other Revenue	19.2	8.2	10.3	2.1	26.3%
Total Revenue	1,521.2	1,178.7	1,196.2	17.5	1.5%
Expenditures:					
Personnel salaries	650.3	668.1	642.5	(25.6)	-3.8%
Fringe Benefits	444.7	179.9	160.5	(19.5)	-10.8%
Inst. Financial Aid/Match and Waivers	78.6	80.5	80.7	0.2	0.2%
Utilities	28.4	33.6	33.3	(0.3)	-1.0%
Other expenses	174.5	210.6	201.7	(8.9)	-4.2%
Debt Service	29.7	30.9	31.3	0.4	1.3%
Total Expenditures	1,406.2	1,203.6	1,149.9	(53.7)	-4.5%
Net gain/(loss) before transfers	115.0	(24.9)	46.3	71.2	-
Net Transfers	(30.3)	(1.8)	(1.3)	0	-
Net Results	84.7	(26.7)	45.0	71.7	-



State Universities FY24 Mid-Year Update

Revenues are adjusted upward by 2.6% (+\$18.2M).

Expenditures are adjusted downward by .5% (-\$3.7M).

Projected Net Results are adjusted upward by \$20.6M.

	FY23 Actual	FY24 Budget	FY24 Mid-year Projection	FY24 MidYear Projection vs. Budget	
				\$ change	% change
Revenue:					
Tuition & Fees	321.6	326.8	332.5	5.8	1.8%
State Appropriations	174.4	173.7	173.7	-	0.0%
Fringe Benefits Paid By State (GF & OF)	195.5	2.3	2.3	-	0.0%
One-time Funding	88.7	103.2	103.2	-	0.0%
Housing and Food Services	89.0	90.7	95.7	5.0	5.5%
Other Revenue	16.2	11.6	19.0	7.4	64.3%
Total Revenue	885.3	708.3	726.5	18.2	2.6%
Expenditures:					
Personnel salaries	357.5	366.5	361.9	(4.6)	-1.3%
Fringe Benefits	242.6	90.3	91.6	1.3	1.5%
Inst. Financial Aid/Match	57.7	61.4	60.5	(0.9)	-1.4%
Utilities	19.4	22.5	22.2	(0.3)	-1.2%
Other expenses	120.1	128.6	128.9	0.3	0.2%
Debt Service	29.7	30.9	31.3	0.4	1.3%
Total Expenditures	827.0	700.1	696.4	(3.7)	-0.5%
Net gain/(loss) before transfers	58.4	8.3	30.1	21.9	-
Net Transfers	(29.7)	(1.3)	(2.6)	(1.3)	-
Net Results	28.7	7.0	27.6	20.6	-



State Universities FY24 Mid-Year Update

Projected Net Results for our 4 universities combined is \$27.6 million.

	FY24 Mid-year Projection	Central	Eastern	Southern	Western	System Office
Revenue:						
Tuition & Fees	332.5	119.7	46.7	114.5	51.5	-
State Appropriations	173.7	53.2	32.0	50.5	31.9	8.3
Fringe Benefits Paid By State (GF & OF)	2.3	0.8	0.4	0.8	0.4	-
One-time Funding	103.2	35.7	17.0	33.6	16.9	-
Housing and Food Services	95.7	29.2	27.1	26.7	12.7	-
Other Revenue	19.0	6.9	4.1	4.8	3.3	-
Total Revenue	726.5	245.5	127.2	230.8	116.7	8.3
Expenditures:						
Personnel salaries	361.9	111.1	60.1	123.3	61.4	6.0
Fringe Benefits	91.6	28.3	15.2	30.8	16.1	1.2
Inst. Financial Aid/Match	60.5	20.5	15.7	16.9	7.4	-
Utilities	22.2	7.5	4.5	6.0	4.2	-
Other expenses	128.9	41.6	20.4	35.1	25.1	6.8
Debt Service	31.3	13.4	7.1	7.4	5.3	-
Total Expenditures	696.4	222.3	123.0	219.5	119.4	14.1
Net gain/(loss) before transfers	30.1	22.4	3.8	10.9	(3.1)	(5.8)
Net Transfers	(2.6)	(2.3)	(1.6)	(1.6)	(1.6)	6.4
Net Results	27.6	20.1	2.2	9.3	(4.7)	0.6



CT State & Shared Services FY24 Mid-Year Update

Revenues are adjusted downward by .2% (-\$933K).

Expenditures are adjusted downward by 10.3% (-\$49.8M).

Projected Net Results are adjusted upward by \$16.9M.

	FY23 Actual	FY24 Budget	FY24 Mid-year Projection			FY24 MidYear Projection vs. Budget	
			CT State	Shared Services	System Office	\$ change	% change
Revenue:							
Tuition & Fees	150.5	151.4	155.7	-	-	4.3	2.9%
State Appropriations	172.5	168.5	140.0	22.9	5.7	-	0.0%
Fringe Benefits Paid By State (GF & OF)	196.4	40.0	40.0	-		-	0.0%
One-time Funding	64.6	83.6	83.6	-		-	0.0%
Housing and Food Services	-	-	-	-		-	-
Other Revenue	13.7	7.2	1.9	-		(5.3)	-73.3%
Total Revenue	597.7	450.6	421.1	22.9	5.7	(0.9)	-0.2%
Expenditures:							
Personnel salaries	282.1	290.3	249.5	15.8	3.9	(21.2)	-7.3%
Fringe Benefits	195.2	86.7	61.1	4.5	0.7	(20.4)	-23.6%
Inst. Financial Aid/Match	19.6	14.4	18.2	0.3	-	4.1	28.6%
Utilities	8.9	11.1	11.0	0.0	-	(0.1)	-0.6%
Other expenses	54.1	81.7	45.8	21.4	2.3	(12.2)	-15.0%
Total Expenditures	559.9	484.2	385.6	41.9	6.9	(49.8)	-10.3%
Net gain/(loss) before transfers	37.8	(33.6)	35.5	(19.0)	(1.3)	48.8	-
Net Transfers						-	
Total Net Transfers	17.3	-	(26.9)	26.3	2.3	1.7	-
Net Results	55.1	(33.6)	8.6	7.3	1.0	16.9	-



Charter Oak FY24 Mid-Year Update

Revenues are adjusted upward by 1.3% (\$253K).

Expenditures are adjusted downward by 1.2% (\$217K).

Projected Net Results adjusted upward by \$470K.

	FY23 Actual	FY24 Budget	FY24 Mid-year Projection	FY24 MidYear Projection vs. Budget	
				\$ change	% change
Revenue:					
Tuition & Fees	12.0	12.6	12.9	0.3	2.2%
State Appropriations	3.7	3.7	3.7	-	0.0%
Fringe Benefits Paid By State (GF & OF)	4.6	(0.6)	(0.6)	-	0.0%
One-time Funding	1.3	2.5	2.5	-	0.0%
Housing and Food Services	-	-	-	-	-
Other Revenue	1.0	1.1	1.1	(0.0)	-2.3%
Total Revenue	22.5	19.3	19.5	0.3	1.3%
Expenditures:					
Personnel salaries	10.3	10.8	11.0	0.2	1.6%
Fringe Benefits	6.6	2.9	2.6	(0.4)	-12.1%
Inst. Financial Aid/Match	1.4	1.4	1.6	0.2	12.9%
Utilities	0.1	0.1	0.1	0.0	4.2%
Other expenses	3.2	3.5	3.3	(0.2)	-6.4%
Total Expenditures	21.5	18.8	18.6	(0.2)	-1.2%
Net gain/(loss) before transfers	1.0	0.5	1.0	0.5	-
Net Transfers	(0.6)	(0.5)	(0.5)	-	-
Net Results	0.5	0.0	0.5	0.5	-

Comments to CSCU Board of Regents

Brendan M. Cunningham, PhD

Professor

Chair, Faculty Advisory Committee to the Board of Regents

Treasurer, CSU-AAUP

Economics and Finance

Eastern Connecticut State University

February 29, 2024

Planning for unforeseen events is difficult because they're unforeseen. Large organizations like CSCU keep cash on hand in order to meet financial commitments in the event that an unforeseen event disrupts revenue. CSCU now has two distinct eras for how it has accumulated cash. Before COVID, cash holdings increased by an average of 4.3% per year, just above the rate of inflation. Post covid, this rate of cash accumulation nearly tripled, to 12%.

Why? I attend a lot of meetings, but I have not seen any explanation for this change in approach. We actually do have data on an unforeseen event that disrupted revenues: covid. That shock required CSCU to draw down \$14.4 million from cash. As of FY2023, we now have enough cash on hand to cover 30 covids. When, exactly, do we expect to experience 30 covids? Will it be one per year until 2054? Clearly that is almost guaranteed not to happen. Covid, itself, was a once in a century pandemic. The most proximal to covid was the Spanish flu in 1918. If these two viruses are predictive of the pace of pandemic crises, then we have enough cash on hand for 3 millenia. Maybe we've covered our

bases when it comes to cash on hand (by the way, it is approaching half a billion dollars)?

This is important, because politicians are watching. Faculty bargaining units are talking to politicians a lot these days, over 100 of our members showed up and delivered comments to the appropriations committee earlier this month in order to avert the FY25 “fiscal cliff” built into the last biennial budget. We’ve been asked about all the CSU cash on hand. We’ve also been asked why the legislature should provide more funding when we have so much cash. I’m not sure we’ve been able to answer that question. I sure hope someone in the system office or a member of the board is engaging on this question.

I want to praise the board and system office for their novel use of reserves to address a crisis on one of our campuses. I think this was, broadly speaking, the right decision. I want to challenge the board and the system office to continue this novel thinking, particularly when it comes to the unprecedented rate of cash accumulation I mentioned earlier.

It is past time for us to invest in ourselves. If we are asking the legislature to invest in us then we should match, or exceed, them with our own investments. We need to eliminate the floor on class enrollments at the CSUs. Running the numbers, it looks like, even at an enrollment of 5 students, CSUs “profit” from offering a class staffed by a part time faculty member. I’m not even sure we should use profit as a motivation given the abysmal history of for-profit efforts in higher education (see Trump University). But even if your only KPI is profit, so-called “low enrollment” classes taught by part-time faculty are well worth offering.

We need to increase financial aid so that we are more competitive in attracting more students. Simultaneously, this would make our

campuses more accessible, which is undoubtedly a key part of our shared mission. We need to increase services and retention initiatives so that when our students arrive on our campuses they can be confident they will graduate in a reasonable amount of time. We need to recruit tenure-track faculty so that our campuses renew their scholarly and creative contributions to our state.

I want to reiterate: I am not questioning the need to prepare for emergencies by holding cash. What I am questioning is whether we've wandered into the realm of irrational doomsday prepping in which we're starving the kids in order to accumulate more pasta and canned vegetables than we'll ever need. I think we can all agree that is not a place we want to be in.

Reserve Balances, ending FY23

Cash Reserves (\$M)	CSCU Total	CT State	Charter Oak	CSU's
Unrestricted Net Position (UNP)	\$449.2	\$153.9	\$8.3	\$287.0
less: Designated balances	\$284.8	\$30.3	\$5.1	\$249.4
Undesignated UNP	\$164.4	\$123.6	\$3.2	\$37.6
Primary Reserve Ratio (> 40%)	29%	25%	38%	15%
Days of UNP (90 to 180 days)	110	98	137	116
Days of undesignated UNP	40	79	53	15

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF A SPECIAL MEETING
THURSDAY, MARCH 7, 2024
CONDUCTED VIA WEBEX; LIVESTREAMED ON
https://www.youtube.com/watch?v=s5QCnUI_uoM**

REGENTS – PARTICIPATING (Y = yes / N = no)	
JoAnn Ryan, Chair	Y
Richard J. Balducci	Y
Ira Bloom	N
Carla Galaise, Student Regent	Y
Marty Guay	Y
Juanita James	Y
Sophia Jappinen	Y
James McCarthy	Y
Richard Porth	Y
Luis Sanchez, Student Regent	N
Ari Santiago	N
Erin Stewart	Y
Elease E. Wright	Y
Ted Yang	Y

CSCU STAFF:

Pam Heleen, Secretary of the Board of Regents (recorder)

1. CALL TO ORDER

Chair Ryan called the meeting to order at 10:01 a.m. and, following roll call, declared a quorum present.

2. ADOPTION OF AGENDA

Chair Ryan called for a motion to adopt the meeting agenda as submitted; *on a motion by Regent Porth, seconded by Regent Jappinen, the Agenda was unanimously adopted as presented.*

3. EXECUTIVE SESSION

At 10:05 a.m. on a motion by Regent Balducci, seconded by Regent Stewart, the Board voted to go into Executive Session for the purpose of discussing preliminary drafts or notes provided the public agency has determined that the public interest in withholding such documents clearly outweighs the public interest in disclosure. Chair Ryan announced that no votes would be taken in Executive Session.

4. ADJOURNMENT

With the conclusion of the Executive Session, Chair Ryan declared the meeting adjourned at 11:02 a.m.

Submitted,

Pamela Heleen
Secretary of the CT Board of Regents for Higher Education

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Discontinuation of Certificate – Meetings, Conventions & Special Events Management

CT State Community College

March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Meetings, Conventions & Special Events Management certificate program at CT State Community College effective Spring 2024.

A True Copy:

Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Discontinuation of Meetings, Conventions & Special Events Management certificate program at CT State Community College

RATIONALE

The Meetings, Conventions & Special Events Management certificate program is not in alignment with CT State's consolidation of the hospitality and culinary programs. In the interest of best serving students, CT State is moving forward only with programs that are consistent across the sister colleges in CT State. Keeping programs that are fully aligned for CT State allows for convenient transfers between campuses.

TEACH OUT

As of the Spring 2024 semester, there are no students currently enrolled in the Meetings, Conventions, and Special Events Management certificate program at Gateway Community College.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this discontinuation. CSCU Academic and Student Affairs concurs with this recommendation.

12/1/2023 – BOR - Academic and Student Affairs Committee
12/14/2023 – Board of Regents

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

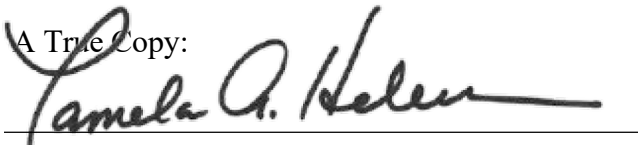
RESOLUTION

Concerning

Discontinuation of BA – Social Science – Western Connecticut State University

December 14, 2023

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Bachelor of Arts in Social Science at Western Connecticut State University effective Fall ~~2023~~ 2024.

A True Copy:


Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

NOTE: Resolution indicates a corrected “effective date.”

ITEM

Discontinuation of Bachelor of Arts in Social Science at Western Connecticut State University

BACKGROUND

The Social Science (SS) major is an interdisciplinary program requiring courses in the Social Science department’s other majors plus related courses in history. The SS major’s only proprietary requirements are a three-course research sequence required by the other department majors (Anthropology/Sociology and Political Science) which can be taught by any department member. The degree has suffered a severe decline and now has only 10 enrolled majors, a more than 75% decline from its high of 46 in 2012. This discontinuance is part of an academic improvement process to strengthen the Anthropology/Sociology and Political Science degrees and was undertaken in response to the university’s last periodic Academic Program Review per BOR policy.

RATIONALE

With requirements in both Anthropology/Sociology and Political Science, SS effectively pulls potential enrollments from the other two majors. Furthermore, its multiple options were designed to satisfy requirements for a discontinued social studies teaching certification program. The result is competition among too many departmental programs for too few students to sustain them all. Furthermore, while there is no question that the skills developed in this program are valuable, it has not resulted in a reliable stream of students who persist to degree completion.

TEACH OUT

In Fall 2023, WCSU admitted the last cohort of incoming students into the BA in Social Science. The Department will develop a teach-out plan to facilitate degree completion for currently enrolled SS majors. Since the Department will continue offering the research sequence, students completing this major during the teach-out phase will discern no difference in the program delivery since they will have the same experience as their predecessors.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this discontinuation. The System’s Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

12/1/2023 – BOR - Academic and Student Affairs Committee
12/14/2023 – Board of Regents

CORRECTION
3/21/2024

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

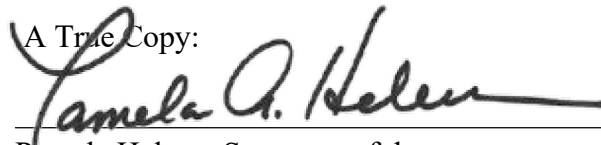
Concerning

Discontinuation of BS – Meteorology – Western Connecticut State University

December 14, 2023

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of the Bachelor of Science Meteorology program at Western Connecticut State University effective Fall ~~2023~~ 2024.

A True Copy:



Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

NOTE: Resolution indicates a corrected “effective date.”

ITEM

Discontinuation of Bachelor of Science in Meteorology at Western Connecticut State University

BACKGROUND

The BS in Meteorology has suffered persistent severe enrollment, retention, persistence, and degree completion declines for the last 10 years. These problems, coupled with the high cost of program operation, have rendered the program unsustainable. This discontinuance is part of an academic improvement process to reimagine the existing BS as a new BS/MS 4+1 dual degree program in climate science. This improvement process includes moving the meteorology faculty into the Biology Department with other climate scientists and was undertaken in response to the university’s last periodic Academic Program Review per BOR policy.

RATIONALE

Despite being the only Meteorology program in the CSU System, WCSU is not attracting majors to this discipline. Furthermore, while there is no question that the skills developed in this program are valuable, it has not resulted in a reliable stream of students who persist to degree completion. Most students seeking this major at WCSU are not prepared for the level of math and physics required to do computational weather analysis and forecasting. Most require multiple semesters to pass three levels of calculus, physics with calculus, and statistics preparatory for the upper-level courses. Due to the combination of this cohort thinning, natural attrition, and declining enrollments, it is typical that only one (1) to four (4) students are eligible to register for any upper-level courses in the major. As a result, WCSU has for several years been running the second half of the major as Student Independent Studies (SIS) to facilitate degree progress. Regularly offering nearly half of the degree in SIS format—particularly the upper-level—is pedagogically unsound, disliked by both students and faculty, and imprudently pulls resources from successful programs.

TEACH OUT

In Fall 2023, WCSU admitted the last cohort of incoming students into the BS in meteorology. The Department will develop a teach-out plan to facilitate degree completion for these and other currently enrolled MTR majors. Since the second half of the major is already delivered predominantly via SIS (Student Independent Study), students completing this major during the teach-out phase will discern no difference in the program delivery.

Per university review in 2022-2023, the faculty in this program are now developing a proposal for a 4+1 degree in Climate Science and Meteorology.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this discontinuation. The System’s Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

12/1/2023 – BOR - Academic and Student Affairs Committee

12/14/2023 – Board of Regents

CORRECTION

3/21/2024

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Modification of a Program

Music Studies Program
Connecticut State Community College

March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Music Studies (CIP Code: 50.0901/ OHE# 21448), specifically a modification of the program name at Connecticut State Community College.

A True Copy:

Pamela A. Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Modification to Music Studies Program, specifically a modification of the program name at Connecticut State Community College.

PROPOSED CHANGE**Excerpt- 9/2022 NASM Site Visit Team Report**

Title/Content Consistency – The NASM Directory lists Manchester Community College’s degree officially as “Associate of Arts in Music.” The institutional catalog consistently uses the nomenclature: “Music Studies, A.A.” While the degree title is expressed in these two ways, the NASM listing appears consistent with the “system of academic that allows degrees to be broadly understood and widely accepted” (see NASM Handbook 2021-22, Standards for Accreditation II.I.2.c.). Either appears to accurately reflect degree and program content; however, the visitors recommend that an amended Self-Study title page be submitted with the Optional Response, correcting the title to appear as it does in the NASM Directory and as it should in the institution’s publications.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this modification. CSCU Academic and Student Affairs concurs with this recommendation.

03/8/2024 – BOR - Academic and Student Affairs Committee
03/21/2024 – Board of Regents

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Modification of a Program

Music Studies Program
Connecticut State Community College

March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the modification of a program – Music Studies (CIP Code: 50.0901/ OHE# 21449), specifically a modification of the program name and significant modification of courses at Connecticut State Community College.

A True Copy:

Pamela A. Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Modification to Music Studies Program, specifically a modification of the program name and significant modification of courses at Connecticut State Community College.

PROPOSED CHANGE

CT State offers both a National Association of Schools of Music (NASM) accredited program (Manchester campus) and a non-accredited music program (Naugatuck Valley campus). This modification is for the non-accredited program. Changes include the following:

- *Change in program name.* Both programs initially had the title Music Studies and were distinguished in the catalog only by the programs codes – MUSC-AA (accredited) and MUSC-AA-NV (non-accredited). To make the distinction between the two programs clearer to students, we propose changing the name from Music Studies to simply Music. The new program code will be MUSX-AA. Eliminating the word “Studies” from the title also helps clarify that this is not currently a TAP degree as TAP degrees generally follow the convention of including the word “Studies” with the discipline name (e.g., Biology Studies, Psychology Studies, etc.). This does not preclude the possibility of pursuing this option in the future.
- *Change in admission requirements.* This newly named MUSX-AA program will become an open-admissions program by eliminating the audition process for admission, opening up the program to many more students.
- *Addition of campuses.* This non-accredited open admissions Music program will be offered at the Gateway and Norwalk campuses, in addition to continuing to be offered at the Naugatuck Valley campus. Both campuses offered legacy music programs and have sufficient resources to support the program.
- *Change in organization of the curriculum and reduction in credits.* The program course requirements have been reorganized into seven distinct program areas: Music Theory & Fundamentals, Music Ear-Training, Performance Ensemble, specialization in Piano/Voice/Guitar, Applied Lessons, Music History & Appreciation, and Music Electives. This reorganization, along with the addition of numerous electives, means that students have multiple course options within most program areas and provides greater flexibility in completing the program in a timely manner. Overall, three previously required courses were changed to electives, three prior elective courses were eliminated, and an additional 16 elective courses have been added to the program. This reorganization has also reduced the minimum total credits required to complete the program from 65 to 62, which is within credit-normalization range.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this modification. CSCU Academic and Student Affairs concurs with this recommendation.

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Approval of a New Program

March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a program in Criminal Justice Administration (CIP Code: 43.0103, OHE# TBD) leading to a Master of Arts at Central Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

A True Copy:

Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Establishment of a new program, Criminal Justice Administration, leading to a Master of Arts at Central Connecticut State University.

Name of Institution	Central Connecticut State University	
Name of Program	Criminal Justice Administration	
CIP Code	43.0103	
OHE# (Leave blank for new programs)		
Degree Level	Master of Arts	
Number of Collegiate Credits	30	
Date of Action (Anticipated)	03/21/2024	
Nature of Request	<input checked="" type="checkbox"/> Licensure and Accreditation <input type="checkbox"/> Program Change <input type="checkbox"/> Phase-out Program <input type="checkbox"/> Terminate Program	
If Name Change, New Name		
Delivery	Current (If not a new program) <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online	Future <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input checked="" type="checkbox"/> HyFlex <input type="checkbox"/> Online
Effective Term	Fall 2024	
If a Discontinuation, date of Termination	N/A	
If a Suspension, dates of Suspension	N/A	

BACKGROUND AND PROGRAM OVERVIEW

The Master of Arts degree in Criminal Justice Administration is designed to provide professionals working in the field with the knowledge and skills required for leadership positions and advancement in criminal justice and related fields. The program aims to enhance the decision-making and administration skills of students through in-depth focus on evidence-based practices, program development and evaluation, and effective management of employees and organizations at the local, state, and federal level.

PROPOSAL

The Department of Criminology and Criminal Justice proposes the development of a Master of Arts in Criminal Justice Administration geared towards practitioners in the criminal justice and related fields. The M.A. in Criminal Justice Administration will be offered as a 30-credit program, centered around a 12-credit Criminal Justice Leadership Certificate, that will provide students with core knowledge and skills to be effective leaders at any organizational level. Students then choose 18

elective credits to complete the M.A. These elective credits can be chosen at random, or students can choose to take electives that combine to complete additional certificates in specialized areas (Forensic Counseling, Victim Advocacy, Advanced Detective). Using this model, students can earn stackable certificates in these areas of specialization, such as forensic counseling and victim advocacy, AND their M.A. in Criminal Justice Administration, a unique feature among criminal justice programs.

The development of a degree program specifically for professionals in criminal justice and related fields targets a student population that finds the inflexibility of in-person meetings challenging, particularly early-career professionals that may work varying shifts. The proposed new M.A. in Criminal Justice Administration aims to address these limitations by creating offerings that can be completed in a HyFlex course format and stackable certificates that allow students to complete as much or as little of the offerings as they choose.

A market analysis conducted by Hanover Research (2023, Appendix A) found that offering of online or hybrid programs was the norm among traditional criminal justice master's degrees, a learning modality that Central's HyFlex M.A. in Criminal Justice Administration will also achieve. Additionally, their research concluded that master's degree programs in Criminal Justice Administration and related fields are experiencing stable student interest, and an increase in conferrals in New England, and nationally, over the past five years (Hanover Research, 2023). In terms of the need and viability, they note "the proposed degree would capitalize on the relative rarity of "Criminal Justice Administration" as a program title, while its stackable structure would provide a unique differentiator in the market and promises to open the program to a wider range of professionals. These differentiators, along with the HyFlex format that holds the potential to tap into a wider national audience, recommend the program's development, while CCSU's existing resources in the field and the relatively low onboarding cost undergird its fiscal viability" (Hanover Research, 2023, pg. 2).

STUDENT RECRUITMENT AND ADMISSION REQUIREMENTS

PRO FORMA

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this new program. CSCU Academic and Student Affairs concurs with this recommendation.

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Approval of a New Program

March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a Land Surveying and GIS (Geographical Information Systems) Certificate (CIP Code: 15.1102, OHE# TBD) at Connecticut State Community College; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

A True Copy:

Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Establishment of a new certificate, Land Surveying and GIS (Geographical Info. Systems) at Connecticut State Community College.

Name of Institution	Connecticut State Community College	
Name of Program/Certificate	Land Surveying and GIS (Geographical Info. Systems)	
CIP Code	15.1102	
OHE# (Leave blank for new programs)		
Degree Level	Certificate	
Number of Collegiate Credits	20	
Date of Action (Anticipated)	03/21/2024	
Nature of Request	<input checked="" type="checkbox"/> Licensure and Accreditation <input type="checkbox"/> Program Change <input type="checkbox"/> Phase-out Program <input type="checkbox"/> Terminate Program	
If Name Change, New Name		
Delivery	Current (If not a new program) <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online	Future <input type="checkbox"/> On Ground <input checked="" type="checkbox"/> Hybrid 20% <input type="checkbox"/> HyFlex <input type="checkbox"/> Online
Effective Term	Fall 2024	
If a Discontinuation, date of Termination	N/A	
If a Suspension, dates of Suspension	N/A	

BACKGROUND AND PROGRAM OVERVIEW

The Land Surveying & Geographic Information Systems (GIS) Technician Certificate is designed to meet the educational requirements of a prospective Land Surveying and GIS technician. Technicians in this field generate, analyze, interpret, and communicate data derived by using Land Surveying and GIS/GPS equipment, hardware, and software applications as well as the use of drones for mapping. They may also set up and maintain GIS databases or websites, create maps and models for application of data, and provide technical support to users or clients. Surveying and GIS is applicable to many industries (i.e., Electric Boat or Dominion Millstone Nuclear Power Station) and occupations, including, but not limited to, engineering firms, agriculture, public safety (fire, rescue, and police), public health, transportation, facilities, land and utilities planning, and management. Land Surveying and GIS technicians possess outstanding decision-making skills, listening skills, and problem-solving skills.

The skills of this certificate will fit into the Environmental Engineering Technology program and offer the students additional training for immediate employment after completion of the program, or the student can continue their education. The certificate can also be taken by anyone interested in a career change that is a well-paid position or can be used to advance their career.

The ENVE (Environmental Engineering Technology) program has an Industrial Advisory Committee (IAC). There are land surveyors who are part of the committee and are in the CALS (Connecticut Association of Land Surveyors) organization who are in critical need of younger educated people in the field. The IAC has asked that we include this certificate. The Land Surveyor and GIS certificate will help fill a niche that is not being filled presently. Land surveying is an essential service that is mandatory. Students from the Construction, Architecture, Engineering, ENVE, AS degree programs have shown a desire for this certificate including those students who do not want to get an AS degree but want the training for good paying employment. It is expected that many ENVE students will enroll in this certificate. Many students, including several Construction students and several Architecture students have asked to be in the certificate program.

All credits of this new certificate can be applied to the ENVE AS degree and the EH&S (Environmental Health & Safety) certificate.

PRO FORMA

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this new program. CSCU Academic and Student Affairs concurs with this recommendation.

03/8/2024 – BOR - Academic and Student Affairs Committee
03/21/2024 – Board of Regents

CSCU Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Approval of a New Program

March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a Comprehensive Special Education Paraprofessional Program (CIP Code: 13.1001, OHE# TBD) leading to a Bachelor of Science at Western Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

A True Copy:

Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Establishment of a new program, Comprehensive Special Education Paraprofessional Program, leading to a Bachelor of Science at Western Connecticut State University.

Name of Institution	Western Connecticut State University	
Name of Program	Comprehensive Special Education Paraprofessional Program	
CIP Code	13.1001	
OHE# (Leave blank for new programs)		
Degree Level	Bachelor of Science	
Number of Collegiate Credits	60	
Date of Action (Anticipated)	03/21/2024	
Nature of Request	<input checked="" type="checkbox"/> Licensure and Accreditation <input type="checkbox"/> Program Change <input type="checkbox"/> Phase-out Program <input type="checkbox"/> Terminate Program	
If Name Change, New Name		
Delivery	Current (If not a new program) <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online	Future <input type="checkbox"/> On Ground <input checked="" type="checkbox"/> Hybrid <input type="checkbox"/> HyFlex <input type="checkbox"/> Online
Effective Term	Summer 2024	
If a Discontinuation, date of Termination	N/A	
If a Suspension, dates of Suspension	N/A	

BACKGROUND AND PROGRAM OVERVIEW

The Comprehensive Special Education Paraprofessional Program is an accelerated program designed for paraprofessionals. Students will complete general education coursework at CT State Community College or other community college and enter the Comprehensive Special Education Paraprofessional Program in their junior year. The Comprehensive Special Education Paraprofessional Program will prepare Special Educators to work collaboratively in varied settings and cultural contexts. Using an inquiry approach, the program prepares Special Educators to differentiate instruction, advocate for diverse learners, assess, and create interventions. The program prepares paraprofessional educators to work collaboratively with colleagues and families in culturally diverse populations in PK-12 schools and communities to impact student learning.

The Comprehensive Special Education Paraprofessional Program will be an accredited by the Council for the Accreditation of Educator Preparation (CAEP).

PROPOSAL

Connecticut is facing a teacher shortage with 1,221 vacancies with 25% in Special Education and 1,322 paraprofessional positions still open (CT Office of Legislative Research, 2023). Alliance districts (i.e., Danbury) have a disproportionate number of these vacancies. The Comprehensive Special Education Paraprofessional Program proposal would help school districts across the state to meet staffing needs through a ‘grow your own’ pathway using paraprofessionals already employed in the school district and assisting them to obtain initial certification in Special Education.

The Comprehensive Special Education Paraprofessional Program was developed after discussions with community partners, a focus group, and feedback from the WCSU Teacher Advisory Council meeting. In 2021, the Department Chair began meeting with the Western Connecticut Superintendents to discuss programming ideas that would support the district and address teacher shortages. These discussions led to a focus group collecting interest data for the program. Of the ten participants polled, ten of ten respondents reported interest in this program idea and model. With this information, the idea was presented to the WCSU Teacher Advisory Council. All stakeholders agreed that the Comprehensive Special Education Paraprofessional Program could provide the working paraprofessional the flexibility and financial incentive to pursue initial certification. Gaining the initial certificate would provide paraprofessionals economic mobility, raising their salaries from a mere \$25,000 to upwards of \$50,000.

The Paraprofessional Candidate will work alongside a Connecticut Certified teacher supporting instruction, working with smaller groups, or working 1:1 as a support Paraprofessional. Many paraprofessionals work in a Special Education classroom or serve students requiring a 1:1 paraprofessional for behavior, physical, academic, or language needs. Therefore, the Paraprofessional Candidate has acquired the pedagogical skills and professional knowledge but lack the required coursework to serve as a Certified Connecticut Educator. This BS Comprehensive Paraprofessional pathway provides an accelerated and financially affordable program model. The program is student-centered, meeting the needs of the student and will result in 100% employment in their school/district.

PRO FORMA

APPENDICES

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this new program. CSCU Academic and Student Affairs concurs with this recommendation.

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION RESOLUTION

Concerning

Approval of Nominations for Honorary Degrees
March 21, 2024

RESOLVED: That the Board of Regents for Higher Education approve the nominees for an honorary degree, as presented below, according to the guidelines in the Board policies presently in effect granting honorary degrees to honor a person for unusual and exemplary accomplishments and to advance the work and reputation of the Connecticut State Colleges and Universities.

Honorary Degree Nominations for 2024 Commencements

Institution	Nominee
Charter Oak State College	Cynthia Pugliese
CT State Community College - Housatonic	Joan Trefz
Eastern Connecticut State University	Jeffrey Benedict
Southern Connecticut State University	Robin Karanek

A True Copy:

Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Approval of Nominations for Honorary Degrees

BACKGROUND

Honorary Degrees are conferred by the Chair of the Board of Regents or their designated Regent at commencements. Identification of recipients is under the supervision of the institution presidents and campus CEOs, with the recommendation of the CSCU Chancellor and approval of the Academic and Student Affairs Committee and the Board of Regents.

The university or college shall forward the name of a potential recipient with an explanation as to why the individual merits the honor, including a thorough discussion of the potential recipient's background and an assessment of the benefits and any possible concerns.

RATIONALE

The granting of honorary degrees to individuals who have made a significant contribution to society or to a university or college is a common practice in higher education. In the Connecticut State Colleges and Universities, the purpose of granting honorary degrees is to honor a person and to advance the work and reputation of the institution.

RECOMMENDATION

The Academic and Student Affairs Committee recommends moving these forward to the Board of Regents for approval. Nominations and accompanying documents for conferral of an honorary degree from the CSCU institutions are attached.

03/8/2024 – BOR Academic & Student Affairs Committee

03/21/2023 – Board of Regents

January 23, 2023

President Terrence Cheng
CSCU
61 Woodland Street
Hartford, CT 06105

Dear President Cheng,

I write to submit a nominee for the 2024 Honorary Doctor of Humane Letters at Charter Oak State College. The Selection Committee for this year's Honorary Doctorate committee was the Charter Oak Executive team.

The Committee has decided to offer our honorary doctorate to **Cynthia Pugliese**.

Ms. Pugliese is a Healthcare Executive at Hartford HealthCare with broad and deep experience in Healthcare Delivery and specializations in Revenue Cycle Services and Health Information Management. She has led cross-functional teams to develop and implement large-scale complex initiatives leveraging technology that redesigns operations and reduces costs while complying with regulations. This required that she leverage knowledge of clinical process and her background in quality improvement to provide problem-solving perspectives and the ability to conduct complex critical analysis. Her collaborative leadership style effectively engaged diverse groups to work together to achieve business results.

And it is her search to achieve business results that led her to Charter Oak. Cynthia was struggling to find the talent she needed to fill health information management roles at Hartford HealthCare, and this was a problem that could not be solved internally. This need is what connected her to Charter Oak State College. She identified the need in Connecticut for a Bachelor of Science in Health Information Management because, at the time, this degree did not exist in the state or anywhere in New England. Together, we created the learning outcomes for a degree in Health Information Management that combined healthcare requirements with information technology innovations. The degree was built to produce the professionals that Hartford HealthCare and all the state's hospitals sought.

But Cynthia did not just help design the program, she worked with our team to create the required internship components and offered her workplace to those student interns. She gave us feedback on how those students were doing and how well we were achieving our learning outcomes. And once our students began to graduate, she hired them.

This partnership exemplifies how higher education and industry must collaborate to produce the next generation workforce. Cynthia not only understood that her company needed to find programs that produced the workforce she needed, but she also understood that she had a responsibility to help create those programs.

And she did this again as part of our CareerConnect program. In August of 2022, the College received a grant of \$1.375M from the Governor's Office of Workforce Strategy for our CareerConnect program that planned to educate up to 150 students in three eight-week programs that lead directly to employment at Hartford HealthCare. Our Partners in this grant include Hartford HealthCare, Capital Workforce Partners, and Girls for Technology.

Cynthia helped us identify the Revenue Cycle as both a place where industry needed talent and a skill set that could be created relatively quickly. Again, she assisted us in identifying the necessary learning outcomes, and, as one of our Partners, has agreed to interview our graduates with the intention to hire many of them.

These two examples of her willingness to collaborate with an organization outside her own corporation to grow the talent pipeline for Hartford HealthCare and her entire industry is why we offer her as our candidate for the Charter Oak Honorary Doctorate.

Some of her accomplishments include the following:

- Redesigned revenue cycle organization to scale for seven acute care hospitals, large medical practice, two behavioral health centers and home health services.
- Implemented EHR/Billing System Platform to standardize operations and leverage economies of scale across entity.
- Led Operations Improvement Project recognizing one-time cash of \$2.0m and recurring cash of \$60m.
- Led implementation of ICD10 for standard Payer Claim Submission Process delivering program under \$6m budget.

Her educational background includes a Masters in Organization & Managerial Communication from Central Connecticut State University. And she offers her time and talent to a variety of non-profit organizations.

St. Vincent Medical Center Regional Board Member	2020-2022
United Way Women Unite	
Red, White and Chocolate Planning Committee	2019 -2020
HealthCare Finance and Management Association	2022 –
Revenue Cycle Executive Council	
Hartford HealthCare Medical Mission volunteer	2023

Ms. Pugliese's collaboration with Charter Oak has improved the workforce at Hartford HealthCare and assisted in building academic programs that will offer learners new pathways into healthcare employment across the state. The best workforce program offered in higher education are built using this partnership model.

The Charter Oak Honorary Doctorate Committee recommends, after reviewing **Cynthia Pugliese's** accomplishments, leadership, commitment to higher education, that she receive the 2024 Doctor of Humane Letters honorary degree from Charter Oak State College at our June 13, 2024 graduation.

Sincerely yours,



Ed Klonoski, President
Charter Oak State College

Enc: Pugliese resume

February 15, 2024

Dear ASA Committee:

It is my great honor and distinct pleasure to nominate the following individuals to receive an Honorary Associate Science Degree at CT State Housatonic 57th Commencement ceremony on May 23, 2024. This individual has been instrumental in strengthening our region and is community champion and advocate for Housatonic.

Joan Trefz, The Ernest Trefz and Joan Trefz Foundation

The Ernest Trefz & Joan Trefz Foundation has been committed to supporting Housatonic students for 20+ years through grant support totaling just under half a million dollars. Over the years, they have supported students primarily through scholarships. In 2021, they more than doubled their giving level as a launch donor for the Equity Project and have continued to annually fund at this higher level.

The Trefz Foundation cares deeply about the Bridgeport community and education. The late Ernest Trefz was CEO of Trefz Corp., which has been taken over by their two sons. They own more than 40 McDonald's locations and other properties throughout the region, including its headquarters building at 10 Middle St. in downtown Bridgeport.

Joan is an ardent supporter of people in need particularly in the areas of higher education and healthcare.

I believe Joan Trefz is exceptionally qualified to receive an honorary degree from CT State Housatonic; a distinction reserved for those making extraordinary contributions to enhance our college and community.

Thank you in advance for your thoughtful consideration of my nomination.

Sincerely,



Manuel Gomez, Ph.D.



EASTERN CONNECTICUT STATE UNIVERSITY

A Liberal Education. Practically Applied.

Office of the President

February 16, 2024

Chancellor Terrance Cheng
Connecticut State Colleges and Universities
Board of Regents for Higher Education
61 Woodland Street
Hartford, CT 06105

Dear President Cheng,

Eastern Connecticut State University wishes to award an honorary doctorate to Mr. Jeffrey Benedict. Mr. Benedict is an American author, a special features writer for *Sports Illustrated*, and a television and film producer. He has written for the *New York Times* and the *Los Angeles Times*, and his stories have been the basis for segments on 60 Minutes, 20/20, CBS Sunday Morning, CBS Evening News, the NFL Network, HBO Real Sports, Good Morning America, 48 Hours and the Discovery Channel.

Mr. Benedict is a #1 *New York Times* best-selling author of 17 nonfiction books and more than 100 published stories and essays. In 2023, Benedict's book, "Poisoned," was the basis of a Netflix documentary that Benedict wrote and co-produced.

His book, *The Dynasty* has now been turned into a 10-part docuseries for Apple+. Executive produced by Benedict, Brian Grazer and Ron Howard, the series premiered on Feb. 16, 2024. Benedict spent five years inside the New England Patriots organization, where he was given broad access. In the story, which tells the 20-year saga of Robert Kraft, Bill Belichick and Tom Brady, Benedict documents the Patriot's historic journey of success.

Eastern seeks approval from the Board of Regents to award Mr. Jeffrey Benedict an Honorary Doctorate of Humane Letters at its 2023 Commencement.

Sincerely,

Elsa M. Núñez
President

c: Aynsley Diamond, Vice President for Academic Affairs, CSU

Dear Chancellor Cheng,

I am very pleased to nominate Ms. Robin Kanarek as the recipient of an honorary doctorate of humane letters from Southern Connecticut State University.

Ms. Kanarek has demonstrated significant contributions to society in the form of philanthropy and public service to further the cause of palliative and other health-related issues, and as such, she is an exemplary candidate for this honor.

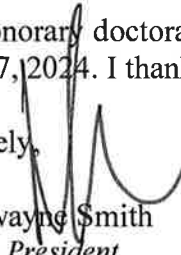
A nurse by profession, Ms. Kanarek is the President of the Kanarek Family Foundation, a non-profit organization founded with her husband, Joseph, in 2006. The foundation's mission is to improve the quality of life for those affected by cancer and other life-threatening conditions through the promotion, education, and integration of palliative care into all aspects of health care.

Through innovative and collaborative projects at Memorial Sloan Kettering Cancer Center in New York City, and several university-based schools of nursing, spirituality and health, the Kanarek Family Foundation focuses on educating the public and healthcare professionals to the many benefits of early integration of palliative care. Ms. Kanarek has recently toured Southern's new home for our College of Health and Human Services and expressed interest in engaging with several programs that mirror her foundation's mission.

Ms. Kanarek has given much of herself to society in an effort to help others. She serves on the Board of Trustees of Connecticut Hospice in Branford, and the Kanarek Family Foundation has recently funded the development of a Pediatric Palliative Care Coalition in the state. She has also published her first book: *Living Well with a Serious Illness: A Guide to Palliative Care for Mind, Body, and Spirit*, honoring the life of her son, David, who died in 2000 at age 15 following a five-year battle with leukemia.

The honorary doctorate would be awarded at Southern's undergraduate commencement ceremony on May 17, 2024. I thank you for your consideration of this request.

Sincerely,



Dr. Dwayne Smith
Interim President

RESOLUTION

Concerning

CONNECTICUT STATE COLLEGES AND UNIVERSITIES EQUITABLE ACCESS PROGRAM AND APPLICABLE FEE

March 21, 2024

- WHEREAS, The Board of Regents for Higher Education (“BOR”), in accordance with Connecticut General Statutes § 10a-6(a)(3), shall establish tuition and fee policies for the Connecticut State Colleges & Universities (“CSCU”) institutions under the jurisdiction of the BOR (“CSCU institutions”); and
- WHEREAS, The BOR, in accordance with Connecticut General Statutes § 10a-99(a), shall fix fees for tuition and shall fix fees for such other purposes as the BOR deems necessary at the CSCU Universities; and
- WHEREAS, The BOR in accordance with Connecticut General Statutes § 10a-143(e), shall fix fees at Charter Oak State College and shall fix fees for such other purposes as the BOR deems necessary; and
- WHEREAS, The BOR recognizes the importance of access and affordability in higher education and the need for programs that reduce financial burdens on all students; and
- WHEREAS, The BOR acknowledges the systemwide Request for Proposal (RFP) process initiated in the spring semester of 2023, aimed at exploring cost-effective solutions for course materials through the collective bargaining power of all four CSCU universities and Charter Oak State College; and
- WHEREAS, The BOR values the collaborative effort of the participating CSCU institutions, which led to the unanimous selection of a vendor and equitable access program, ensuring a fixed per credit fee for required textbooks and course materials to support student success, enrollment, and retention, with an option for students to opt-out each semester; and now, therefore, be it
- RESOLVED, That the BOR approves the addition of an Equitable Access Program Fee (“Fee”), in an amount not to exceed \$18.75 per credit, to the FY2025 tuition and fee schedule of each CSCU institution offering the equitable access program, provided that students have the ability to opt out of the program and not be charged the Fee; and be it further
- RESOLVED, That any modifications to the Fee shall be approved by the BOR;

A True Copy:

Pamela A. Heleen, Secretary
Board of Regents for Higher Education

ITEM

CSCU – Equitable Access Program Fee

BACKGROUND

In response to concerns about higher education affordability, especially for students from low to moderate income families, several programs have been introduced to minimize their expenses. An example is the Inclusive Access program, which emerged during the Obama-Biden era, following federal guidelines from the US Department of Education. These guidelines allowed educational institutions to include the cost of course materials in tuition and fees, provided these materials were priced below market rates. This approach made it possible for students to cover these costs through federal grants and loans instead of paying out of pocket.

In the spring of 2023, the Connecticut State Colleges and Universities (CSCU) initiated a system-wide Request for Proposal (RFP) process to explore more cost-effective solutions for course materials, taking advantage of the collective bargaining power of all four State Universities and Charter Oak State College. A committee comprising representatives from each institution was formed to evaluate proposals from various vendors. Ultimately, Barnes & Noble's First Day Complete Program ("FDC program") was selected for its offer to supply all required textbooks and course materials at a fixed rate of \$18.75 per credit, which would be billed separately. The FDC program aims to enhance student success by ensuring immediate access to necessary materials at the start of classes and integrating these costs with financial aid options. Students have the choice to opt-out of the FDC program during the Add/Drop period each semester.

The FDC program is part of the broader Inclusive Access initiative, allowing students nationwide to access all required course materials for a single flat fee. This approach contrasts with traditional a la carte purchases, as the FDC program's rental costs are applied to students' accounts along with tuition fees. Students who believe they can find materials at a lower cost elsewhere have the option to opt-out, ensuring the program remains a low-cost solution for as many students as possible.

ANALYSIS

Since the introduction of Inclusive Access programs such as the FDC program, more than 1,900 colleges and universities across the nation offer access and affordability programs based on the rules created during the Obama-Biden era.

According to a report by the College Board entitled, [Trends in College Pricing 2023 \(p. 11\)](#), the last decade saw average student spending on college textbooks and digital course materials decline by over 40%. In a survey at an institution that has implemented the FDC program, 83% of students said that such programs had a positive impact on their academic success, and 89% said that they would be likely to recommend the program to other students.

Academic research has confirmed the effectiveness of such Inclusive Access programs. The National Association of College Stores surveyed over 10,000 college and university students about their textbook purchasing decisions, both through the campus bookstore and other retailers, and found that 24% of students waited until after classes began to secure their required course materials. Only 13% of students purchased their required course materials a month before class started.

Dr. Michael Moore of the University of New Hampshire is perhaps the leading scholar on the topic, with his dissertation, [*Inclusive Access Course Materials: The Impact on Student Outcomes*](#), showing positive student outcomes as a result of such programs. He charts the increasing availability of Open Educational Resources (OER), which encourages instructors to assign free course materials that exist in the public domain. OER programs have been found to reduce the costs of course materials to students, but that is because the costs are shifted to the institutions.

With regard to the inclusive access programs, his research revealed the following:

- The grade distribution found more ‘A’ grades for students who obtained books through Inclusive Access (IA) programs than through more traditional means.

Table 3.1
Grade Distribution

Nominal			
Grade	NoIA	IA	Difference
A	471	509	38
B	256	253	-3
C	172	164	-8
D	91	75	-16
F	85	76	-9
I/W	209	189	-20
Total	1284	1266	

Table 3.2
Grade Distribution

Percentages				
Grade	NoIA	IA	Difference	% Diff
A	36.68	40.21	3.52	9.60%
B	19.94	19.98	0.05	0.23%
C	13.40	12.95	-0.44	-3.30%
D	7.09	5.92	-1.16	-16.41%
F	6.62	6.00	-0.62	-9.32%
I/W	16.28	14.93	-1.35	-8.28%
Total	100.00	100.00		

- The grade distribution found more students earn a “C” grade or better when they obtained books through Inclusive Access (IA) programs than through more traditional means.

Table 4.1
Total Population

Nominal			
C>	NoIA	IA	Difference
No	215	182	-33
Yes	860	895	35
Total	1075	1077	

Table 4.2
Total Population

Percentages				
C>	NoIA	IA	Difference	% Difference
No	20.00	16.90	-3.10	-15.51%
Yes	80.00	83.10	3.10	3.88%
Total	100.00	100.00		

- Students experience less incidence of withdrawals and incomplete grades under IA programs.

Table 13.1**Incomplete/Withdrawal****Nominal**

Incomplete/Withdrawal			
I/W	NoIA	IA	Difference
Yes	209	189	-20
No	1075	1077	2
Total	1284	1266	

Table 13.2**Incomplete/Withdrawal****Percentages**

Incomplete/Withdrawal				
I/W	NoIA	IA	Difference	% Difference
Yes	16.28	14.93	-1.35	-8.28%
No	83.72	85.07	1.35	1.61%
Total	100	100		

Programs providing early access to course materials have been shown to have particularly strong benefits for the most underserved student populations. Moore's research has shown substantial increases in course completion rates for at-risk groups, including Black students (up 21%), students over the age of 25 (up 6%), and female students (up 13%) who participate in these programs.

RECOMMENDATION

That the Board of Regents approve the addition of an Equitable Access Program Fee ("Fee"), in an amount not to exceed \$18.75 per credit, to the FY2025 tuition and fee schedule of each CSU institution offering the FDC program, provided that students have the ability to opt out of the FDC program and not be charged the Fee.