



**BOR ACADEMIC AND STUDENT AFFAIRS COMMITTEE  
AGENDA**

**Thursday, October 10<sup>th</sup>, 2024 @ 2:30 p.m.**

**Conducted via Remote Participation**

**Meeting will live stream at: <https://youtube.com/live/X3ql74ZvGvE?feature=share>**

1. Call to Order: Declare Quorum
2. Approval of Minutes
  - a. September 6, 2024 – Regular Meeting – *Page 1*
3. Connecticut State Colleges and Universities – Information Items
  - a. CSCU Student Enrollment and Completions Report – *Page 5*
  - b. Update on Reinstatement of CT State Student Services – *Page 8*
4. CT State Community College – Dr. Karen Hynick, Interim Provost
  - a. Academic Updates
  - b. No action items for October 2024
5. Southern Connecticut State University – Dr. Julia Irwin, Interim Provost
  - a. Academic Updates
  - b. No action items for October 2024
6. Eastern Connecticut State University – Dr. Ben Pauley, Interim Provost
  - a. Academic Updates
  - b. No Action Items for October 2024
7. Central Connecticut State University – Dr. Kim Kostelis, Provost
  - a. Academic Updates
  - b. Endowed Chair Appointment
    - i. Recommendation to Appoint Gabe Rosenberg to the Governor William A. O’Neill Endowed Chair in Public Policy and Practical Politics – *Page 10*
8. Western Connecticut State University – Dr. Stephen Hegedus, Interim Provost
  - a. Academic Updates
  - b. Below Threshold
    - i. Art – Bachelor of Arts – Modification of an Accredited Program – *Page 14*
9. Charter Oak State College – Dr. David Ferreira, Provost
  - a. Academic Updates
  - b. No Action Items for October 2024

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 [PHHeleen@commnet.edu](mailto:PHHeleen@commnet.edu) at least 24 hours before the meeting.



**BOR ACADEMIC AND STUDENT AFFAIRS COMMITTEE  
AGENDA**

**Friday, September 6, 2024 @ 9:30 a.m.**

**Conducted via Remote Participation**

Regents Present: Committee Chair Ira Bloom, Regent James McCarthy, Regent Juanita James, Regent Richard Porth

Members: Professor Colena Sesanker, Commissioner Manisha Juthani

Staff Present: Lloyd Blanchard, Aynsley Diamond, Tamara O’Day Stevens, Pamela Heleen, Kaylah Davis

Other Attendees: Vince Breslin (SCSU), Michelle Brown (WCSU), Denise Coregiano (CT State), Lourdes Cruz (CT State), David DiMattio (CT State), James Doran (CT State), Paula Dowd (CT State), Kimberly Griffiths (CT State), Mac Griswold (CT State), Stephen Hegedus (WCSU), Christine Hegel-Cantarella (WCSU), Julia Irwin (SCSU), Miriah Kelly (SCSU), Kimberly Kostelis (CCSU), John Lewis (CT State), James Mulrooney (CCSU), Benjamin Pauley (ECSU), Christopher Trombley (SCSU)

1. Call to Order: Declare Quorum
2. Approval of Minutes
  - a. June 7, 2024 – Regular Meeting  
**Committee Chair Ira Bloom asked for a motion to approve the June 7<sup>th</sup>, 2024 minutes. On a motion by Regent James McCarthy, second by Regent Juanita James, a vote was taken, and the minutes were approved unanimously.**
  - b. July 18, 2024 – Special Meeting  
**Committee Chair Ira Bloom asked for a motion to approve the July 10<sup>h</sup>, 2024 minutes. On a motion by Regent Richard Porth, second by Regent Juanita James, a vote was taken, and the minutes were approved unanimously.**
3. Charter Oak State College – Dr. David Ferreira, Provost
  - a. Academic Updates  
Dr. David Ferreira provided an academic update, discussing Charter Oak State College’s initiatives to enhance academic quality, strategic partnerships, and the student experience. The update was covered from [minute 2:25 to 14:45](#).
  - b. No Action Items for September 2024
4. Southern Connecticut State University – Dr. Julia Irwin, Interim Provost
  - a. Academic Updates  
Dr. Julia Irwin provided an academic update on Southern Connecticut State University’s academic progress, emphasizing commitment to excellence, accessibility, and social justice. Topics included enrollment and retention, early college programs, AI integration, and new programs for the year. The update was discussed from [minute 15:30 to 27:00](#).

b. Discontinuations

i. Clinical Mental Health Counseling - Post-Master's Certificate – Discontinuation

Committee Chair Ira Bloom confirmed that the teach out schedule for this program is on schedule.

**Committee Chair Ira Bloom asked for a motion to approve the discontinuation. On a motion by Regent Richard Porth, second by Regent James McCarthy, a vote was taken, and the discontinuation was approved unanimously.**

ii. Environmental Studies - Master of Science – Discontinuation

Committee Chair Ira Bloom confirmed that the discontinuation aligns with the new Coastal Resilience program. Dr. Miriah Kelly noted that this change is part of a plan to phase out Environmental Studies in favor of the Coastal Resilience program approved last spring.

Committee Chair Ira Bloom inquired on the number of students remaining in the program. Dr. Kelly advised that the program currently has six students remaining, and five have expressed interest in the new program.

Regent Juanita James commended the thoughtful approach to program modifications and discontinuations.

Committee Chair Ira Bloom shared that the lessons learned piece of the form was valuable.

Regent McCarthy shared that there is importance in recognizing and being continuous in program adaptation and response.

**Committee Chair Ira Bloom asked for a motion to approve the discontinuation. On a motion by Regent James McCarthy, second by Regent Juanita James, a vote was taken, and the discontinuation was approved unanimously.**

c. Modifications

i. Clinical Mental Health Counseling – Master of Science – Modify Instructional Modality

Dr. Irwin shared that the modification of instructional modality is intended to align with other similar clinical programs with a hybrid model.

Committee Chair Ira Bloom inquired on the number of students enrolled in the program. Dr. Irwin and Dr. Trombley confirmed that there are about 75 students currently enrolled.

Regent Juanita James inquired on the additional effort needed by the faculty to develop the hybrid model. Dr. Trombley shared that the department has been working and preparing over time to move this program to a hybrid model.

**Committee Chair Ira Bloom asked for a motion to approve the modification. On a motion by Regent Richard Porth, second by Regent Juanita James, a vote was taken, and the modification was approved unanimously.**

ii. Exercise and Sport Science – Bachelor of Science and Master of Science – Modification of CIP Code

Dr. Irwin shared that the request for modification is to align to a CIP code that better reflects the programs focus, specifically, the scientific study of physiological processes, sensory motor interactions, mechanics, and the effects of disabilities and disease.

Committee Chair Ira Bloom inquired on the number of students enrolled in this program, Dr. Irwin confirmed that she will provide the number to the committee.

Committee Chair Ira Bloom inquired if this program is connected to the Recreational Therapy program that was passed in June 2024. Dr. Irwin advised that the programs have overlap regarding interest, but are more specific in focus, this one particularly is in line with physiology research, and therapeutic and psychiatric settings.

**Committee Chair Ira Bloom asked for a motion to approve the modification. On a motion by Regent Juanita James, second by Regent James McCarthy, a vote was taken, and the modification was approved unanimously.**

d. Below Threshold

i. Nursing – Master of Nursing (Family Nurse Practitioner) - Modification of an Accredited Program

No comments were offered.

5. Eastern Connecticut State University – Dr. Ben Pauley, Interim Provost
  - a. Academic Updates

Dr. Benjamin Pauley provided an academic update and shared updates on minor curriculum adjustments, professional development, a new liberal arts core, interdisciplinary seminars, transfer student considerations, and enrollment and retention. The update was discussed from [minute 44:35 to 55:10](#).
  - b. No Action Items for September 2024
  
6. Central Connecticut State University – Dr. Kim Kostelis, Provost
  - a. Academic Updates

Dr. Kimberly Kostelis shared an academic update and highlighted growth and strategic developments, including CCSU's 175th Anniversary, the launch of the College of Health and Rehabilitation Sciences, renaming the School of Education, the success of the MSW program, AI integration, and expansion of international education. She shared a video of the new AI corridor. The update was discussed from [minute 55:30 to 1:04:30](#).
  - b. No action items for September 2024
  
7. Western Connecticut State University – Dr. Stephen Hegedus, Interim Provost
  - a. Academic Updates

Dr. Stephen Hegedus shared an academic update that detailed the “Western Rising 2020-2030” strategic plan, which aligns with NECHE requirements and includes a detailed blueprint to success. He also reported a 4% increase in enrollment, with the largest incoming first-year class since 2018. Details on new programs and a strategic focus on graduate programs were shared. Regent Porth requested a copy of the blueprint to success document. The update was discussed from [minute 1:05:20-1:27:25](#).
  - b. Below Thresholds
    - i. Anthropology Sociology – Bachelor of Arts – Modification of an Accredited Program
    - ii. Anthropology Sociology - General Studies Option – Bachelor of Arts - New Option
    - iii. Anthropology Sociology - Global Studies Option – Bachelor of Arts – New Option
    - iv. Anthropology Sociology - Social Justice and Policy Option – Bachelor of Arts – New Option

Dr. Stephen Hegedus shared that the below threshold items are a part of a reconfiguration and reinvigoration of the anthropology and sociology curriculum.
  
8. CT State Community College – Dr. Karen Hynick, Interim Provost
  - a. Academic Updates

Dr. Karen Hynick shared an academic update and including updates on CT State’s progress, including a slight increase in enrollment, an enrollment summit, and preparations for a NECHE visit in April. Focus areas include shared governance, ACME policy, student learning outcomes, dual enrollment, and budget mitigation. Regent Porth requested a detailed report on dual enrollment as it relates to urban districts. Professor Colena Sesanker emphasized the importance of reviewing and revising the ACME policy. Regent Juanita James highlighted the need to learn from past successes and challenges to strengthen and improve student outcomes. CT State’s academic update was discussed from minute [1:27:40 to 1:40:35](#).
  - b. New Program
    - i. Licensed Practical Nursing – Certificate

Dr. Karen Hynick presented the Licensed Practical Nursing certificate program. This 54-credit certificate will take place at the Quinebaug Valley campus and will be the first program at CT

State in this area. The certificate addresses a significant demand for practical nurses in Connecticut, filling a gap as there are currently no public programs for LPN preparation. Dean Paula Dowd noted that the program is designed to create a pathway for students to advance from LPN to RN, BSN, and beyond, with credit-bearing prerequisites that can transfer to RN programs. Provost Hynick confirmed that there is an additional philanthropic fit through the town foundation that provides scholarship funds for first year students.

Regent Juanita James emphasized the need to support this program and shared the potential for this program to serve as a model for replication across CT State. Dean Dowd shared that there are other campuses interested in offering this program as well, and they have received letters of support from health partners that are included in the agenda packet.

**Committee Chair Ira Bloom asked for a motion to approve the new certificate. On a motion by Regent Juanita James, second by Regent Richard Porth, a vote was taken, and the new program was approved unanimously.**

c. Below Thresholds

- i. Mechanical-Electrical Manufacturing Basis (MEMB) - Certificate 2 – New Certificate  
Committee Chair Ira Bloom confirmed that the MEMB certificate is tailored to Electric Boat and collaborates with local industry.
- ii. Music Industry – Associate of Science - Modification of an Accredited Program
- iii. Nursing – Associate of Science - Modification of an Accredited Program

9. Information Items

a. Resolution on CT State Student Services

The resolution calls for a report at the October meeting, and this item will return to the ASA and Finance committees next month with details on how CT State plans to restore student services.

b. CSCU Student Enrollment and Retention Report – Part II

Dr. Lloyd Blanchard presented a redesigned enrollment report with detailed demographic and completion information. Regent James McCarthy expressed positive feedback to Dr. Blanchard and his team regarding their work on the report. He commended them for addressing concerns and incorporating feedback throughout the process, as well as for the overall progress the report has made. Feedback included suggestions to streamline the report and add year-over-year trend data. Regent James McCarthy recommended focusing on key indicators and using benchmarks for comparison. Dr. Karen Hynick mentioned the Voluntary Framework of Accountability as a potential better indicator of community college success. Discussion continued regarding improving data governance and including non-credit courses and workforce programs. The full discussion occurs from minute [1:50:50 to 2:26:30](#).

Committee Chair Ira Bloom recognized Regent James McCarthy and his contributions to the BOR-ASA committee, noting that this was his last meeting.

**Committee Chair Ira Bloom asked for a motion to adjourn. On a motion by Regent James McCarthy, second by Regent Richard Porth, a vote was taken, and the motion to adjourn was approved unanimously at 12pm.**

**Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Fall 2024**

		CT State													Charter Oak <sup>3</sup>	State Universities					Grand Total	
		Asnuntuck	Capital	Gateway	Housatonic	Manchester	Middlesex	Naugatuck Valley	Northwestern	Norwalk	Quinebaug Valley	Three Rivers	Tunxis	Unduplicated Total		Central	Eastern	Southern	Western	CSU Total		
<b>Current Enrollment<sup>1</sup></b>	Total Student Headcount	FT	454	617	1,794	865	1,508	663	1,830	366	1,271	406	933	1,223	11,930	539	7,176	3,353	6,482	3,253	20,264	32,733
		PT	878	2,028	4,218	2,096	2,671	1,174	3,260	611	2,878	769	1,917	1,885	24,385	1,227	2,821	1,003	2,895	916	7,635	33,247
		Total	1,332	2,645	6,012	2,961	4,179	1,837	5,090	977	4,149	1,175	2,850	3,108	36,315	1,766	9,997	4,356	9,377	4,169	27,899	65,980
Total Student FTE	FT	460	615	1,442	864	1,380	641	1,553	321	1,040	356	845	1,112	10,629	451	6,898	3,330	6,212	3,183	19,624	30,704	
	PT	417	1,075	1,823	984	1,193	580	1,442	286	1,211	380	826	860	11,079	492	1,185	331	1,090	438	3,043	14,614	
	Total	877	1,689	3,265	1,848	2,573	1,221	2,996	607	2,251	737	1,671	1,972	21,708	943	8,083	3,661	7,302	3,621	22,667	45,318	
UG Headcount	FT	454	617	1,794	865	1,508	663	1,830	366	1,271	406	933	1,223	11,930	526	6,561	3,268	5,492	3,181	18,502	30,958	
	PT	878	2,028	4,218	2,096	2,671	1,174	3,260	611	2,878	769	1,917	1,885	24,385	1,157	1,609	907	1,760	386	4,662	30,204	
	Total	1,332	2,645	6,012	2,961	4,179	1,837	5,090	977	4,149	1,175	2,850	3,108	36,315	1,683	8,170	4,175	7,252	3,567	23,164	61,162	
UG FTE	FT	460	615	1,442	864	1,380	641	1,553	321	1,040	356	845	1,112	10,629	440	6,334	3,257	5,338	3,114	18,044	29,113	
	PT	417	1,075	1,823	984	1,193	580	1,442	286	1,211	380	826	860	11,079	461	701	289	608	177	1,775	13,315	
	Total	877	1,689	3,265	1,848	2,573	1,221	2,996	607	2,251	737	1,671	1,972	21,708	901	7,036	3,545	5,946	3,291	19,819	42,428	
Certificates headcount (credit)	UG	83	89	158	85	143	70	170	20	98	80	93	68	1,157	47	6	0	26	0	32	1,236	
	G	0	0	0	0	0	0	0	0	0	0	0	0	0	1	404	0	185	8	597	598	
	Total	83	89	158	85	143	70	170	20	98	80	93	68	1,157	48	410	0	211	8	629	1,834	
Grad Headcount	FT														13	615	85	990	72	1,762	1,775	
	PT														70	1,212	96	1,135	530	2,973	3,043	
	Total														83	1,827	181	2,125	602	4,735	4,818	
Grad FTE	FT														11	564	73	874	69	1,580	1,591	
	PT														31	484	42	482	261	1,268	1,299	
	Total														42	1,048	115	1,356	330	2,848	2,890	
<b>Access</b>																						
First-year, first-time students UG (headcount)	FT	217	222	625	352	561	259	724	130	433	183	394	494	4,594	2	1,416	613	1,211	694	3,934	8,530	
	PT	165	228	612	293	427	170	463	86	291	109	268	271	3,383	24	25	1	16	13	55	3,462	
	Total	382	450	1,237	645	988	429	1,187	216	724	292	662	765	7,977	26	1,441	614	1,227	707	3,989	11,992	
(% ) First generation UG	FT	19%	41%	37%	36%	26%	26%	34%	25%	38%	26%	25%	28%	31%	0	31%	30%	33%	28%	31%	31%	
	PT	28%	39%	36%	35%	26%	26%	35%	29%	36%	29%	32%	33%	33%	0	10%	5%	14%	12%	11%	27%	
	Total	25%	39%	36%	36%	26%	26%	35%	27%	37%	28%	30%	31%	33%	0	25%	25%	28%	24%	26%	29%	
Ethnicity (%)	White	56%	18%	32%	21%	44%	59%	41%	69%	26%	69%	56%	53%	40%	50%	56%	65%	48%	50%	54%	46%	
	Hispanic	16%	33%	34%	40%	25%	23%	37%	19%	47%	15%	21%	28%	31%	21%	19%	14%	22%	25%	20%	26%	
	Black	17%	37%	24%	29%	17%	8%	11%	4%	16%	5%	10%	7%	17%	20%	13%	9%	18%	9%	13%	15%	
	Asian	3%	5%	5%	3%	6%	3%	3%	2%	5%	2%	4%	5%	4%	3%	5%	3%	4%	3%	4%	4%	
	Other	8%	6%	6%	6%	7%	7%	7%	7%	6%	9%	9%	7%	7%	5%	6%	9%	7%	12%	8%	7%	
International	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.3%	1.9%	0.4%	0.7%	0.2%	1.0%	0.4%		
Hanley/PACT eligible (%) <sup>2</sup>		32%	21%	27%	27%	33%	36%	33%	38%	20%	33%	36%	33%	30%								
Pell awarded(%)		51%	57%	44%	47%	40%	36%	45%	40%	39%	44%	44%	44%	44%	43%	37%	29%	44%	43%	39%	42%	
FAFSA Completions (%)	FT																					
	PT																					

**Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Fall 2024**

	CT State													Charter Oak	State Universities					Grand Total	
	Asnuntuck	Capital	Gateway	Housatonic	Manchester	Middlesex	Naugatuck Valley	Northwestern	Norwalk	Quinebaug Valley	Three Rivers	Tunxis	Unduplicated Total		Central	Eastern	Southern	Western	CSCU Total		
<b>Completions</b>																					
Retention rate	1st year	68%	58%	67%	57%	67%	64%	71%	62%	66%	67%	59%	66%	65%	N/A	79%	84%	76%	70%	77%	
	2nd year																				
Transfer rate	In																				
	Out***	9%	0%	15%	17%	19%	18%	17%	8%	8%	9%	13%	17%	14%							
	Out-within CSCU																				
	Out-outside CSCU																				
Graduation rate	3-year	39%	7%	14%	13%	22%	25%	15%	22%	11%	28%	16%	19%	18%	N/A						
	4-year														N/A						
	6-year														N/A	49%	58%	48%	50%	50%	
<b>Completions (2023-24, Awards by CIP of major)</b>																					
<u>Credentials (#) [CIP, 2-digit codes]</u>																					
Biological Sci. & Natural Resources [1,3, 26]		2	0	8	3	6	21	32	14	6	4	0	2	98	0	84	45	94	36	259	357
Business, Management & Marketing [52]		40	27	123	80	139	64	139	24	83	27	66	166	978	107	474	181	267	218	1,140	2,225
Computer & Information Sciences [10,11]		0	7	18	12	29	32	43	5	57	11	11	25	250	0	159	33	52	8	252	502
Education [13]		16	4	24	16	19	24	22	5	28	17	16	42	233	43	396	98	357	82	933	1,209
Engineering, Technologists, Technicians [14,15,41,47,48]		93	7	91	26	60	18	74	5	40	32	56	23	525	0	112	0	4	0	116	641
Healthcare & Clinical Sciences [51]		27	145	183	40	141	47	170	71	84	28	111	45	1,092	129	119	60	485	132	796	2,017
Liberal Arts, Humanities & Languages [16,23,24,54]		59	26	190	110	142	65	131	36	177	56	101	117	1,210	142	164	112	227	51	554	1,906
Other [5,12,19,22,25,27,30,31,32,33,38,40,43]		11	9	21	30	80	8	39	11	61	3	33	35	341	84	150	68	287	116	621	1,046
Psychology [52]		7	10	19	31	34	11	37	8	16	10	18	28	229	59	144	89	181	126	540	828
Public Administration & Social Service Professions [44]		4	12	14	18	23	11	21	8	12	5	10	29	167	0	37	36	148	29	250	417
Social Sciences [45]		1	3	33	3	13	9	20	9	7	8	11	15	132	12	173	71	107	22	373	517
Visual & Performing Arts & Communication [9,50]		2	1	27	30	56	23	62	10	31	8	12	39	301	0	147	97	116	125	485	786
<b>TOTAL</b>		<b>262</b>	<b>251</b>	<b>751</b>	<b>399</b>	<b>742</b>	<b>333</b>	<b>790</b>	<b>206</b>	<b>602</b>	<b>209</b>	<b>445</b>	<b>566</b>	<b>5,556</b>	<b>576</b>	<b>2,159</b>	<b>890</b>	<b>2,325</b>	<b>945</b>	<b>6,319</b>	<b>12,451</b>
<b>Talent (Percent employed by CIP of major)<sup>4</sup></b>																					
<u>(%) Employment by cip of award [cip, 2-digit codes]</u>																					
Biological Sci. & Natural Resources [1,3, 26]							7%	3%	8%	3%				1%		6%	4%	3%	3%	4%	3%
Business, Management & Marketing [52]		17%	14%	13%	23%	16%	11%	18%	5%	11%	21%	14%	31%	17%	20%	26%	18%	13%	23%	20%	19%
Computer & Information Sciences [10,11]			4%	5%		4%	2%	3%		4%	4%		2%	3%		4%	6%	2%	1%	3%	3%
Education [13]			3%	3%	9%	2%	6%	3%		5%	7%	1%	2%	3%	3%	20%	11%	15%	7%	15%	9%
Engineering, Technologists, Technicians [14,15,41,47,48]		43%		16%	8%	10%	6%	19%		4%	17%	19%	7%	13%		6%				2%	7%
Healthcare & Clinical Sciences [51]		15%	54%	29%	23%	18%	23%	23%	56%	26%	16%	20%	14%	24%	13%	6%	6%	18%	17%	11%	17%
Liberal Arts, Humanities & Languages [16,23,24,54]		20%	14%	30%	25%	26%	23%	17%	25%	33%	31%	29%	25%	24%	41%	5%	18%	7%	7%	8%	17%
Other [5,12,19,22,25,27,30,31,32,33,38,40,43]		4%	3%	2%	8%	15%	13%	8%	6%	10%		12%	12%	8%	16%	5%	6%	18%	9%	9%	9%
Psychology [52]				1%	2%	2%	3%	3%				1%		1%	7%	6%	7%	8%	11%	7%	5%
Public Administration & Social Service Professions [44]			9%	1%		2%	3%	2%						1%		2%	4%	7%	4%	4%	3%
Social Sciences [45]																10%	8%	5%	2%	7%	3%
Visual & Performing Arts & Communication [9,50]				1%	2%	5%	4%	4%		5%	4%	4%	8%	3%		6%	11%	5%	15%	8%	6%

## Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Fall 2024

### Notes

1. Enrollment data for undergraduates and graduate students are Fall 2024 census data.

Charter Oak data is Fall 2023 census data. Census date for Fall 2024 is 10/31/24.

Certificate enrollments are Fall 2023 census data.

2. Hanley/PACT data as of Fall 2022.

3. N/A means retention and graduation rate calculations do not apply to Charter Oak.

4. Graduates from 2018-2019 through 2020-21 working in CT during the thrid quarter after completion (UG and G combined). Source of employment data is P20WIN.



# CSCU Board of Regents

## RESOLUTION

concerning

STUDENT SERVICES AT CT STATE COMMUNITY COLLEGE

August 28, 2024

**WHEREAS,** The Board of Regents recognizes, as we begin the 2024-25 academic year, the critical importance of prioritizing key student support services at the 12 CT State campuses, which serve many first-generation and non-traditional students, and seeks to align these priorities with the strategic and necessary use of available resources;

**WHEREAS,** The Board of Regents is responsible for the coordination of “programs and services” among the institutions within its jurisdiction to ensure that such programs and services best serve the higher educational interests of the Connecticut State Colleges and Universities System and its students in accordance with Section 10a-6(a) of the Connecticut General Statutes; and

**WHEREAS,** On November 15, 2023, CT State presented a deficit mitigation plan to the Board of Regents. This plan included adjustments to current services as part of a comprehensive strategy to achieve the necessary deficit reduction, with the goal of minimizing the impact on students; now, therefore, be it

**RESOLVED,** That the Board of Regents directs the CSCU Chancellor, in collaboration with the President of CT State, to present to the Board of Regents Finance & Infrastructure Committee and the Board’s Academic & Student Affairs Committee, during their regularly scheduled October committee meetings, a plan to strategically restore and/or adjust certain student services across CT State affected by the FY2024/FY2025 deficit mitigation efforts; and be it further

**RESOLVED,** That the plan should prioritize the key student service areas, such as Library Hours; Tutoring Services; Disability Services; Academic Advising and Counseling; Mental Health Support; Wraparound Services (Food Pantry, Transportation, Childcare); and Emergency Student Funding; and be it further

**RESOLVED,** That the plan must align with the institution’s strategic priorities and goals, provide a timeline, and identify funding sources for the strategic adjustment of student services, including the proposed allocation, as may be necessary, from CT State’s available undesignated reserves for this purpose. Upon review and recommendation by the Board’s committees on Finance and Infrastructure and Academic and Student Affairs, the plan will be submitted for final approval by the Board of Regents.

A True Copy:

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

# **CSCU** Board of Regents

## **CT BOARD OF REGENTS FOR HIGHER EDUCATION**

### **RESOLUTION**

Designating

**Gabe Rosenberg**

to fill the

GOVERNOR WILLIAM A. O'NEILL ENDOWED CHAIR IN PUBLIC POLICY AND  
PRACTICAL POLITICS

at

CENTRAL CONNECTICUT STATE UNIVERSITY

October 24, 2024

WHEREAS, Central Connecticut State University is seeking to fill the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics; and

WHEREAS, This endowed chair is to be filled by a person with a distinguished record of recognition in the fields of public policy and politics; and

WHEREAS, Mr. Rosenberg has had a professional career in public and private service spanning the last fifteen years. He is a product of the CSCU System, having graduated from Southern Connecticut State University with a master's degree in political science. Additionally, a University of Connecticut law school graduate, Mr. Rosenberg currently serves as Chief of Staff and General Counsel in the Secretary of State's office. Previously, he served as Communications Director and General Counsel; and

WHEREAS, Mr. Rosenberg has worked on multiple political campaigns at both the state and national level, as well as serving for five years as Communications Director for the former Speaker of the House Brendan Sharkey; and

WHEREAS, The President of Central Connecticut State University, Dr. Zulma Toro, has endorsed the recommendation to appoint Gabe Rosenberg to this position; be it

RESOLVED, That the Board of Regents for Higher Education of the Connecticut State Colleges and Universities System designates Gabe Rosenberg to fill the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics at Central Connecticut State University at the rank of Assistant Professor for a period of one-year, renewable yearly at CCSU's discretion for up to two additional separate and distinct one-year terms.

A True Copy:

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

**ITEM**

Designation to fill the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics at Central Connecticut State University.

**BACKGROUND**

Central Connecticut State University has requested designation of [Mr. Gabe Rosenberg](#) to fill the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics. The O'Neill Endowed Chair is housed in the Center for Community Engagement and Social Research (CCESR), which has been duly designated as a Connecticut Higher Education Center of Excellence. The O'Neill Endowed Chair will engage in the following activities:

- Instructing a class, to be determined in consultation with the Political Science Department, with a targeted start date of Spring 2025.
- Addressing issues of public policy and practical politics through public lectures and by organizing and participating in campus forums.
- Guest lecture in state/local government or other relevant classes in which special expertise is held by the Chair holder.
- Arranging for policymakers to address Central students and faculty as guest speakers.
- Facilitating university collaborations with state governmental leadership on policy initiatives.
- Mentoring students, especially those with public service and legal career paths.
- Supporting CCESR outreach and programming.

President Toro advises that the recommendation be brought forward for the Board of Regents consideration following an extensive search.

**RECOMMENDATION**

That the Board of Regents for Higher Education accepts the recommendation of President Toro to designate Mr. Gabe Rosenberg as Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics by adopting the proposed resolution.

10/10/2024 – BOR -Academic and Student Affairs Committee

10/24/2024 – Board of Regents



MEMORANDUM

**TO:** Terrence Cheng, Chancellor  
Connecticut State Colleges and Universities System

**FROM:** Zulma R. Toro, President *ZRT*  
Central Connecticut State University

**DATE:** September 19, 2024

**SUBJECT:** Recommendation to Appoint Gabe Rosenberg to the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics

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I am writing to request approval from the Connecticut State Colleges and Universities (CSCU) Board of Regents to appoint Mr. Gabe Rosenberg to succeed Mr. Edwin Vargas as holder of the Governor William A. O'Neill Endowed Chair in Public Policy and Practical Politics at Central Connecticut State University.

The O'Neill Endowed Chair Search Committee recommended Mr. Rosenberg's appointment after a national search.

The O'Neill Endowed Chair is housed in the Center for Community Engagement and Social Research (CCESR), which has been duly designated as a Connecticut Higher Education Center of Excellence. This appointment will be for a period of one-year, renewable yearly at Central's discretion, for up to two additional separate and distinct one-year terms.

This proposed appointment, which has my full support, has been reviewed and recommended by Dr. Beth Merenstein, Executive Director of the CCESR.

Mr. Rosenberg has had a professional career in public and private service spanning the last fifteen years. He is a product of the CSCU System, having graduated from Southern Connecticut State University with a master's degree in political science. Additionally, a law school graduate, Mr. Rosenberg currently serves as Chief of Staff and General Counsel in the Secretary of State's office. Previously, he served as Communications Director and General Counsel.

Mr. Rosenberg has worked on multiple political campaigns at both the state and national level, as well as serving for five years as Communications Director for the former Speaker of the House Brendan Sharkey. Prior to joining public service, Mr. Rosenberg worked as an associate in a law firm and as a client manager for several major companies in Connecticut.

The duties of the O'Neill Endowed Chair would give Mr. Rosenberg the opportunity to share his experience, perspective and knowledge with Central students, to collaborate with Central faculty

Office of the President

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[ccsu.edu](http://ccsu.edu)

and to assist the public policy outreach work of the Center to state and municipal policymakers, and to the public at large. He has both management, legal, and political experience and can share his skills with our campus.

This highly varied experience in policy development encompasses both the private, public and non-profit arenas, leadership positions representing both management and law, and service in the legislative branch of government.

Mr. Rosenberg possesses a great depth of public policy experience that will certainly enrich our campus community. He will connect students and faculty to resources that will greatly support the O'Neill Endowed Chair's emphasis on practical politics, as intended by the Connecticut State University Board of Trustees' creating of the Chair in 2000, and by the Board of Trustees' appointment of Governor O'Neill as the first holder of the Chair from 2000-2007.

As the O'Neill Endowed Chair holder, Mr. Rosenberg's responsibilities would consist of:

- Instructing a class, to be determined in consultation with the Political Science Department, with a targeted start date of Spring 2025.
- Addressing issues of public policy and practical politics through public lectures and by organizing and participating in campus forums.
- Guest lecturing in state/local government or other relevant classes in which special expertise is held by the Chair holder.
- Arranging for policymakers to address Central students and faculty as guest speakers.
- Facilitating university collaborations with state governmental leadership on policy initiatives.
- Mentoring students, especially those with public service and legal career paths.
- Supporting CCESR outreach and programming.

I have attached a copy of Mr. Rosenberg's resume for your review. Thank you for considering this recommendation.

**CONNECTICUT BOARD OF REGENTS FOR HIGHER EDUCATION**  
**Connecticut State Colleges & Universities**

***MODIFICATION OF AN ACCREDITED PROGRAM – BELOW THRESHOLD REPORT***

**SECTION 1: GENERAL INFORMATION**

<b>Institution:</b> Western Connecticut State University	Please enter the following dates: Final approval by institution: Submission to CSCU Office of the Provost for Academic Council:
Most Recent NECHE Institutional Accreditation Action and Date: Reaccreditation 2024	
Use this form for modifications that fall below the threshold required for full BOR review, defined as "more than 15 credits in a previously approved undergraduate degree program or more than 12 credits in a previously approved graduate degree program". For changes not below this threshold, use form 201 ( <i>Application for Modification of an Accredited Program</i> ).	
Total Number of courses and course credits to be modified by this application: <b>4 courses, 12 credits</b>	
For the singular changes noted below, alternate forms are available: <ul style="list-style-type: none"><li>• If only modifying modality, use form XXX <i>Application to Modify Instructional Modality</i></li><li>• If only modifying program name, use form XXX <i>Application for Name Change</i></li><li>• If only modifying CIP code, use form XXX <i>Application to Change CIP Code</i></li><li>• If only adding auxiliary site, use form XXX <i>Application for Adding an Auxiliary Instructional Site</i></li></ul>	
<b>Original Program Characteristics</b> Name of Program: Art OHE #: 02661 Modality of Program ( <i>check all that apply</i> ): <input checked="" type="checkbox"/> On ground <input type="checkbox"/> Online <input checked="" type="checkbox"/> Hybrid, % of fully online courses 15% Locality of Program: <input checked="" type="checkbox"/> On Campus <input type="checkbox"/> Off Campus <input type="checkbox"/> Both Program Type ( <i>degree type, abbreviation, name, e.g., Associates, AS, Associate of Science</i> ): <b>Bachelor of Art in Art</b> Date Program was Initiated: 04/16/1991 Total # Credits in Program: 61 in the major, 19 Free Electives # Credits in General Education: 40 <a href="#">CIP Code Number</a> : 50.0701    Title of CIP Code: Art/Art Studies	
<b>Modified Program Characteristics</b> Name of Program: Art Modality of Program ( <i>check all that apply</i> ): <input checked="" type="checkbox"/> On ground <input type="checkbox"/> Online <input checked="" type="checkbox"/> Hybrid, % of fully online courses 15% Locality of Program: <input checked="" type="checkbox"/> On Campus <input type="checkbox"/> Off Campus <input type="checkbox"/> Both Program Type ( <i>degree type, abbreviation, name, e.g., Associates, AS, Associate of Science</i> ): <b>Bachelor of Art in Art</b> Initiation Date for Modified Program: 09/2024 Anticipated Date of First Graduation: 2028 Total # Credits in Program: 49 in the major, 31 Free Electives # Credits in General Education: 40 <a href="#">CIP Code Number</a> : 50.0701    Title of CIP Code: Art/Art Studies	
Department where program is housed: Art Location Offering the Program ( <i>e.g., main campus</i> ): School of Visual, Performing, and Communication Arts, West Campus	
If modification of the program is concurrent with discontinuation of related program(s), please list for each program: Program Discontinued:            CIP:            OHE#:            BOR Accreditation Date: Phase Out Period                      Date of Program Termination Discontinuation of a program requires submission of form 301. Discontinuation form submitted? <input type="checkbox"/> Yes <input type="checkbox"/> No	

**CONNECTICUT BOARD OF REGENTS FOR HIGHER EDUCATION  
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***MODIFICATION OF AN ACCREDITED PROGRAM – BELOW THRESHOLD REPORT***

<b>Institutional Contact for this Proposal:</b> Ken Scaglia	<b>Title:</b> Chair, Art	<b>Tel.:</b> 203-837-3975 <b>e-mail:</b> scagliak@wcsu.edu
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**SECTION 2: BACKGROUND, RATIONALE, AND NATURE OF MODIFICATION**

**Rationale for Modification**

Describe the context and need for the proposed modification(s) and the relationship to the originally approved program:

The modification will bring us in line with the credit load of a traditional BA program. Upon application to the National Association of Schools of Art (NASAD) for program accreditation in 2017, both the Visitor’s Report and the Commission Action Report cited our BA in Art as

1. “At the undergraduate level, the curriculum appears to be more like that expected of professional rather than liberal arts degrees in terms of hours and percentages.
2. Right now, the Bachelor of Arts program looks more like a Bachelor of Fine Arts. The institution should consider in its strategic planning how it might address this issue.

Over the past four years, the Department and Administration have discussed shifting our program/concentrations to the professional degree and revising the Bachelor of Art in Art by removing the concentrations and reducing courses in the major to be compliant with NASAD standards. This modified BA would be a good alternative for any student with an interest in Art and/or in pursuing a career in Art Therapy and Art Education. This modification will allow students to double major and/or pursue one or more minors if they wish to do so, further increasing their marketability.

**Curriculum**

Present side-by-side listing of curricular modifications (insert/delete rows as needed)

Original Program		Proposed Modified Program	
Course Name & Number	Credits	Course Name & Number	Credits
ART 103 Art Seminar (FY)	<b>1</b>	ART 103 Art Seminar (FY)	<b>1</b>
ART 100 History and Appreciation of Western Art: Beginnings to Renaissance	<b>3</b>	ART 100 History and Appreciation of Western Art: Beginnings to Renaissance	<b>3</b>
ART 101 History and Appreciation of Art: Renaissance to the Present	<b>3</b>	ART 101 History and Appreciation of Art: Renaissance to the Present	<b>3</b>
ART 121 Fundamentals of Two-Dimensional Design	<b>3</b>	ART 121 Fundamentals of Two-Dimensional Design	<b>3</b>
ART 130 Color Theory	<b>3</b>	ART 130 Color Theory	<b>3</b>
ART 141 Drawing I (CP)	<b>3</b>	ART 141 Drawing I (CP)	<b>3</b>
ART 150 Drawing II (CP)	<b>3</b>	ART 150 Drawing II (CP)	<b>3</b>
ART 201 Non-Western Art History (IC)	<b>3</b>	ART 201 Non-Western Art History (IC)	<b>3</b>
ART 207 Photography I	<b>3</b>		
ART 208 Painting I	<b>3</b>		
ART 266 Fundamentals of Three-Dimensional Design	<b>3</b>	ART 266 Fundamentals of Three-Dimensional Design	<b>3</b>
ART 472/474/476/478 Portfolio (Sections aligned with options). (CE)			
Art Option: Studio Arts: Painting	<b>3</b>		
ART 270 Figure Drawing	<b>3</b>		
ART 304 Illustration I	<b>3</b>		
ART 309 Sculpture I	<b>3</b>		
ART 318 Painting II	<b>3</b>		



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ART 329 Painting III	<b>3</b>		
ART 438 Painting IV	<b>3</b>		
ART 448 Gallery Interactions (W3)	<b>3</b>	ART 448 Gallery Interactions (CE)	<b>3</b>
		ART 117 Intro to Digital Photography	<b>3</b>
		ART 205 Media and Methods	<b>3</b>
Two (6 SH) Art Electives	<b>6</b>	Five (15 SH) ART Electives	<b>15</b>
<b>Total Credits Original Program</b>	<b>61</b>	<b>Total Credits Modified Program</b>	<b>49</b>

**Learning Outcomes - L.O.**

List the student learning outcomes for the program – add lines as necessary. If the program will seek external accreditation or qualifies graduates to opt for a professional/occupational license, please frame outcomes with attention to such requirements. Note new or modified learning outcomes. Map these learning outcomes to courses listed under the "Curriculum" section below.

The current LOs are listed below and will remain in place.

1. Understanding of basic principles of design and color, concepts, media and formats, and the ability to apply them a specific aesthetic intent. This includes functional knowledge of the traditions, conventions, and evolutions of the discipline as related to issues of representation, illusion, and meaning.
2. Demonstrate critical analysis applied to their own work and the work of others.
3. Capacity to be conversant with the historical record of art history and the works and philosophies of major artists/designers, and the ability to summarize contemporary thinking on art and design
4. Progress toward developing a consistent, personal direction and style

**Assessment of Learning Outcomes**

Briefly describe assessment methodologies to be used in measuring the program learning outcomes:

The four Learning Outcomes for the BA in Art will be assessed on a rotating schedule in various course levels, covering a different LO each academic year. Students are assessed on the requisite tasks associated within an outcome, what they are expected to know about the LO, and those results they can demonstrate that have been accomplished in each LO. A rubric of topics for each LO is created and the compiled ratings of five levels of accomplishment are entered into the rubric. The results lead to analysis and development of plans that can improve ratings where necessary.

**Detailed Curriculum for Modified Program**

Please list all courses in the modified program, including the core/major area of specialization, prerequisites, electives, required general education courses, etc. Using numerals, map the Learning Outcomes listed above to relevant program courses. Note any new courses or significantly modified courses and include/attach course descriptions. Insert/delete rows as needed.

<b>Course Number and Name</b>	<b>Learning Outcome # (from above)</b>	<b>Pre-Requisite(s)</b>	<b>Credit Hours</b>
ART 103 Art Seminar (FY)	1	Art Major	1
ART 100 History and Appreciation of Western Art: Beginnings to Renaissance	3	None	3
ART 101 History and Appreciation of Art: Renaissance to the Present	3	None	3
ART 205 Media and Methods (new course description: Students will explore a range of approaches for creating finished art through projects designed to foster painting and drawing media exploration. Through in class and independent study of specific materials, study of works by artists, in class demonstrations and other written and visual resources, students will be directed toward imaginative and inventive solutions for assigned	1	ART 130, 150	3

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projects. Students will explore working in colored pencil, pastel, ink, watercolor, gouache and acrylic paints. Color usage, composition, and material craft are the focus of the course.)			
ART 121 Fundamentals of Two-Dimensional Design	1,2	None	3
ART 130 Color Theory	1	None	3
ART 141 Drawing I (CP)	2	None	3
ART 150 Drawing II (CP)	4	ART 141	3
ART 201 Non-Western Art History (IC)	3	None	3
ART 117 Intro to Digital Photography	2	None	3
ART 266 Fundamentals of Three-Dimensional Design	1	ART 121	3
ART 448 Gallery Interactions (CE)	3	Junior/Senior	3
<b>Open Electives</b> (Indicate number of credits of open electives)			<b>15</b>
<b>Total Program Credits:</b>			<b>49</b>

**BA in Art**

	SEMESTER 1			SEMESTER 2		
	<b>FIRST YEAR</b>	ART 103 Art Seminar (FY)	1		ART 101 Hist & App. Western Art: Renaissance to Present	3
ART 100 Hist. & App. Western Art: Beg. to Renaissance		3		ART 130 Color Theory (CP)	3	
ART 121 Fundamentals of 2D Design (CP)		3		ART 150 Drawing II (CP)	3	
ART 141 Drawing I (CP, RPT 1)		3		Gen Ed: Oral Communication (OC)	3	
WRT 101 Composition I (W1)		3		MAT 100(P) Intermediate Math <b>OR</b> Quantitative Reasoning (QR)	3-4	
	Total	14		Total	15 -16	

	SEMESTER 3			SEMESTER 4		
	<b>SECOND YEAR</b>	ART 117 Intro to Digital Photography	3		ART 201 Non-Western Art History (IC)	3
ART 266 Fundamentals of 3-D Design		3		ART Elective	3	
ART 105 Media and Methods		3		Free Elective	3	
Gen Ed: Breadth Elective		3		Gen Ed: Scientific Inquiry (SI)	4	
Gen Ed: Critical Thinking (CT)		3		Gen Ed: Writing Intensive Tier II	3	
	Total	15		Total	16	

	SEMESTER 5			SEMESTER 6		
	<b>THIRD YEAR</b>	Art Elective	3		Art Elective	3
Free Elective or Language		3		Intercultural Competency (IC) or Language	3	
Gen Ed: Information Literacy (IL)		3		Gen Ed: Repeat Competency 3	3	
Gen Ed: Repeat Competency 2		3		Free Elective <b>OR</b> Quantitative Reasoning (QR)	3	
Gen Ed: Health and Wellness		2		Free Elective	4	
	Total	14		Total	16	

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**MODIFICATION OF AN ACCREDITED PROGRAM – BELOW THRESHOLD REPORT**

FOURTH YEAR	SEMESTER 7			SEMESTER 8		
	ART 448 Gallery Interactions (W3) (CE) or Free Elective	3		ART 448 Gallery Interactions (W3) (CE) or Free Elective	3	
	Art elective	3		Art Elective	3	
	Free Elective	3		Free Elective	3	
	Free Elective	3		Free Elective	3	
	Free Elective	3		Free Elective	3	
	Total	15		Total	15	

Required Courses in the Major Credits	49
Free electives Credits	31
Additional Hours outside the Major Credits	40
<b>TOTAL</b>	<b>120 Credits</b>

**Description of Related Modification(s)**

Provide a summary of other changes, if any, necessitated by curricular modification, such as admissions or graduation requirements  
No changes for admission or graduation.

**Description of Resources Needed**

As appropriate, summarize faculty and administrative resources, library holdings, specialized equipment, etc. required to implement the proposed modification and estimate the total cost.  
No new administration is needed - existing art department personnel will oversee this degree.  
No new faculty is needed-existing art department personnel will oversee this degree  
No new curriculum is needed-existing curriculum will cover this program  
All resources needed are already present in the Visual and Performing Arts Center

**SECTION 3: ADDITIONAL PROGRAM CHARACTERISTICS**

Program website: [www.wcsu.edu/art](http://www.wcsu.edu/art)

IPEDS defined program duration (if no IPEDS data, provide standard duration of program for full-time student in years): 4

Provide estimated cost of program (tuition and fees): \$ \_\_\_\_\_ OR url for link to tuition/fee information:  
<https://www.wcsu.edu/cashiers/tuition/> No cost expenditures are required.

Request for SAA Approval for Veterans Benefits?  Yes  No

**Catalog Description**

Provide the catalog description for this program (with proposed modifications if applicable): The Art major at WCSU provides challenging visual arts training within the context of a liberal arts education. This approach infuses in our students a broad, diverse range of knowledge and experience along with the ability to think critically and analytically. Our highly accomplished and diverse faculty create engaging and challenging learning environments for our students.

Department of Art faculty are professional art practitioners and nationally exhibiting artists. Their unique backgrounds and experiences create engaging and challenging learning environments for our students.

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Our curriculum incorporates comprehensive instruction integrated with the development, encouragement, and increased awareness of the creative process. This ensures that our Visual Art majors become proficient creative problem solvers capable of freely expressing themselves.

The Gallery at The School of Visual, Performing, and Communication Arts serves as a venue for a broad range of professional and student exhibitions, while the Visiting Artist Lecture Series features an impressive array of practitioners. Bus trips provide our students the opportunity to visit galleries and museums each semester in the surrounding area, including Manhattan.

**Careers/Professions and Earnings**

Identify the careers and professions available to graduates of the program using the [Standard Occupational Classification](#) (SOC) system. Provide SOC code number(s) and name(s): 27-1010 Artists and Related Workers, 27-1020 Designers, 27-4020 Photographers

What would be the median estimated earnings for a graduate in this profession (*if more than one SOC code listed, include earnings for each*)? \$48,210–\$86,220

**Applicable Industries**

Identify the industry applicable to this program using the [North American Industry Classification System](#) (NAICS). Provide NAICS code(s) and title(s): 71 Arts, Entertainment, and Recreation, 7115 Independent Artists, Writers, and Performers

**Career/Program Pathways**

Does this program prepare students for another program?

X Yes, specify program: MA in Art Therapy and MA in Art Education     No

**Program Administration and Faculty**

Provide the name, email, and phone number for the individual who will serve as the program administrator (or provide timeframe for prospective hiring): Ken Scaglia, [scagliak@wcsu.edu](mailto:scagliak@wcsu.edu), 203-837-3975

How many full-time faculty, if any, will teach in the program's core curriculum (include proposed new hires)? 6

How many adjunct and/or part-time faculty, if any, will teach in the program's core curriculum? 11

**Admissions Requirements**

What are the admissions requirements for the program? None

**Graduation Requirements**

Does this program have special graduation requirements (e.g., capstone or special project)?  Yes X No

If yes, describe:

**Program Work Experiences**

Does this program require fieldwork (e.g., clinical affiliations, internships, externships, etc.)?  Yes X No

If yes, describe and attach copies of the contracts or other documents ensuring program support:

**Prospective Students**

Describe the prospective students for the program: The prospective student for the BA in Art at WCSU is a student who seeks out opportunities for self-exploration and self-expression. They are students who wish to exercise their creativity with meaningful skills for current and future workforce needs.