CSCU Board of Regents

AGENDA - REGULAR MEETING
10:00 a.m., Thursday, September 17, 2020
Conducted Via Remote Participation
Meeting will stream live at: https://youtu.be/G8kLY4WZ7ko

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

2. **Adoption of Agenda**

3. **Opportunity to Address the Board***

4. **Board of Regents Chair Matt Fleury**

5. **CSCU President Mark E. Ojakian**

6. **Approval of Previous Meeting Minutes –** June 18, 2020 and July 29, 2020

7. **Consent**

   A. **Academic Programs**
      i. **Discontinuations**
         a) Computer Maintenance Technology – C2 Certificate – Manchester CC
         b) Criminal Justice – Homeland Security – C2 Certificate – Manchester CC
      ii. **Accreditation of a Licensed Program**
         a) Registered Medical Assistant – AS – Asnuntuck CC
      iii. **Modifications**
         a) Business Administration – AS – Manchester CC (Modification of Instructional Modality)
         b) Health Information Management (On Ground) - AS – Middlesex CC (Significant Modification of Courses/Course Substitutions and Change in Program Title)
            – Health Information Management (On Ground) - Certificate – Middlesex CC (Significant Modification of Courses/Course Substitutions and Change in Program Title)
         c) Health Information Management (Online) - AS – Middlesex CC (Significant Modification of Courses/Course Substitutions and Change in Program Title/Offering Alternate Modality)
            – Health Information Management (Online) - Certificate – Middlesex CC (Significant Modification of Courses/Course Substitutions and Change in Program Title/Offering Alternate Modality)

      iv. **Replication of a College of Technology (COT) Program**
         a) Technology Studies: Data Science Option – AS – Three Rivers CC

*Opportunity to Address the Board:
Individuals wishing to address the Board of Regents should submit a communication via email no later than 24 hours prior to the start of the meeting to the following email address: heleenp@ct.edu. All emails received will be compiled, shared with the Board members and posted on the CSCU website in advance of and during 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**.

7.   **Consent Agenda (cont.)**
     A. Academic Programs (cont.)
          v.   New Program
              Applied Behavior Analysis – MS – Southern CT State University

     B. Human Resources and Administration
          i.   CSCU President Employment Agreement

8.   **Academic & Student Affairs Committee – Merle Harris, Chair**
     Report. No items

9.   **Audit Committee – Elease Wright, Chair**
     No report. No exhibits

10. **Finance & Infrastructure Committee – Richard J. Balducci, Chair**
     No report. No exhibits

11. **Human Resources & Administration Committee – Naomi Cohen, Chair**
     A. Search Process: CSCU System President

     B. *Information Item – Title IX Presentation*

12. **Executive Committee**

     No report. No exhibits

13. **Executive Session**

14. **Adjourn**

BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES – REGULAR MEETING – THURSDAY, JUNE 18, 2020
CONDUCTED VIA REMOTE PARTICIPATION

REGENTS – PARTICIPATING (Y = yes / N = no)	
Matt Fleury, Chair	Y
Merle Harris, Vice Chair	Y
Richard J. Balducci	Y
Aviva D. Budd	Y
Naomi K. Cohen	N
Felice Gray-Kemp	Y
Holly Howery	Y
David R. Jimenez	Y
JoAnn Ryan	Y
Elease E. Wright	Y
Monica Maldonado, SAC Chair	Y
Elena Ruiz, SAC Vice Chair	Y
*David Blitz, FAC Chair	Y
*Colena Sesanker, FAC Vice Chair	Y
*Kurt Westby, Labor Commissioner	N
*Deidra Gifford, Public Health Commissioner	Y
*David Lehman, DECD Commissioner	N
*Miguel A. Cardona, Education Commissioner	N
*ex-officio, non-voting member	

CSCU STAFF
>   Alice Pritchard, Chief of Staff
>   Jane Gates, SVP & Provost, Academic & Student Affairs
>   Andrew Kripp, VP Human Resources & Labor Relations
>   Ernestine Y. Weaver, Counsel
>   Greg DeSantis, Associate Vice President of Student Success and Academic Initiatives
>   Erin A. Fitzgerald, Director of Board Affairs / Secretary of the Board of Regents

CALL TO ORDER

Chair Fleury called the meeting to order at 10:05am and, following roll call, declared a quorum present.

ADOPT AGENDA

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

OPPORTUNITY TO ADDRESS THE BOARD

See **Attachment A** hereto for communication(s) received. In accordance with FOI guidelines as amended during the pandemic, the communication(s) in Attachment A were posted on the CSCU website immediately prior to the meeting start time and distributed to all Board members in advance of the meeting.

See **Attachment F** hereto for a communication to NECHE from President Mark Ojakian and President David Levinson responding to public comments NECHE received regarding the ongoing implementation of Students First.

BOR CHAIR MATT FLEURY'S REMARKS

Noting his personal and deep sadness at the unexpected sudden passing of President Ojakian's sister, Chair Fleury indicated information would be sent to all Regents for those who may wish to extend expressions of sympathy at this sad time.

Chair Fleury indicated that he, along with President Ojakian and members of his team, including President Levinson, would be meeting with NECHE the following week in continuation of ongoing efforts to keep the accreditation agency informed of progress in regards to Students First.

Chair Fleury expressed his appreciation and best wishes to Erin Fitzgerald, Director of Board Affairs, and NVCC President Daisy De Filippis upon their upcoming retirement. In particular, he noted that President Ojakian would be recognizing President De Filippis for her outstanding leadership.

Chair Fleury asked Dr. Alice Pritchard, CSCU Chief of Staff, to offer a synopsis of **President Ojakian's** prepared remarks. Those prepared remarks are attached hereto as **Attachment B**.

APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Regent Balducci, seconded by Regent Cohen, the May 14, 2020 meeting minutes were unanimously approved as submitted.

CONSENT AGENDA

Chair Fleury called for a motion on the Consent Agenda. **On a motion by Regent Cohen, seconded by Regent Howery, the Consent Agenda was unanimously adopted.**

ACADEMIC PROGRAMS
Discontinuations
Biology Concentration – BS in General Studies – Charter Oak SC
Mathematics Concentration – BS in General Studies – Charter Oak SC
Chemistry Concentration – BS in General Studies – Charter Oak SC
Technology Studies Concentration – BS in General Studies – Charter Oak SC
Suspensions
Environmental Sciences – AS – Middlesex CC
Accounting – OCP – Central CSU
Music Education – MS - Central CSU
Modifications
Civil Engineering – BS - Central CSU [Significant Modification of Courses/Course Substitutions]
English – BA - Central CSU [Significant Modification of Courses/Course Substitutions]
Mathematics – BA - Central CSU [Significant Modification of Courses/Course Substitutions and Addition of a Concentration in Pure Mathematics]
New Programs
Counselor Education and Supervision – EdD - Southern CSU
Health Science – AS – Capital CC
Replication of a College of Technology (COT) Program
Data Science Option – AS – Capital CC
Policy: Extension of Teach Out Deadlines for Discontinued Programs in Cases of Student Hardship
Delegation of Authority for Awarding Emeritus Status to Administrative Faculty

RESOLUTIONS APPROVED ON CONSENT

Discontinuations
Biology Concentration – BS in General Studies – Charter Oak SC
RESOLVED: That the Board of Regents for Higher Education approve the immediate discontinuation of a program concentration in General Studies: Biology Concentration (CIP Code: 24.0102 / OHE # 240101) leading to a Bachelor of Science Charter Oak State College.

Mathematics Concentration – BS in General Studies – Charter Oak SC
RESOLVED: That the Board of Regents for Higher Education approve the immediate discontinuation of a program concentration in General Studies: Mathematics Concentration (CIP Code: 24.0102 / OHE # 240101) leading to a Bachelor of Science Charter Oak State College.

Chemistry Concentration – BS in General Studies – Charter Oak SC
RESOLVED: That the Board of Regents for Higher Education approve the immediate
discontinuation of a program concentration in General Studies: Chemistry
Concentration (CIP Code: 24.0102 / OHE # 240101) leading to a Bachelor of
Science Charter Oak State College.

Technology Studies Concentration – BS in General Studies – Charter Oak SC
RESOLVED: That the Board of Regents for Higher Education approve the immediate
discontinuation of a program concentration in General Studies: Technology
Studies Concentration (CIP Code: 24.0102 / OHE # 240101) leading to a
Bachelor of Science Charter Oak State College.

Suspensions

Environmental Sciences – AS – Middlesex CC
RESOLVED: That the Board of Regents for Higher Education approve the suspension of a
program in Environmental Sciences (CIP Code: 03.0104 / OHE # 01710)
leading to an Associate of Science at Middlesex Community College for a period
of 3 years.

Accounting – OCP – Central CSU
RESOLVED: That the Board of Regents for Higher Education approve the suspension of a
program in Accounting (CIP Code: 52.0301 / OHE # 19351) leading to an OCP
at Central Connecticut State University until May 2023.

Music Education – MS - Central CSU
RESOLVED: That the Board of Regents for Higher Education approve the suspension of a
program in Music Education (CIP Code: 13.1312 / OHE # 00063) leading to a
Master of Science at Central Connecticut State University until December 1,
2021.

Modifications

Civil Engineering – BS - Central CSU [Significant Modification of Courses/Course
Substitutions]
RESOLVED: That the Board of Regents for Higher Education approve the modification of
a degree program, Civil Engineering (CIP Code: 14.0801 / OHE #15032),
leading to a Bachelor of Science at Central Connecticut State University.

English – BA - Central CSU [Significant Modification of Courses/Course Substitutions]
RESOLVED: That the Board of Regents for Higher Education approve the modification of
a degree program, English (CIP Code: 23.0101 / OHE #00079), leading to a
Bachelor of Arts at Central Connecticut State University.

Mathematics – BA - Central CSU [Significant Modification of Courses/Course
Substitutions and Addition of a Concentration in Pure Mathematics]
RESOLVED: That the Board of Regents for Higher Education approve the modification of
a degree program, Mathematics (CIP Code: 27.0101 / OHE #00084), leading to a
Bachelor of Arts at Central Connecticut State University.

New Programs

Counselor Education and Supervision – EdD - Southern CSU

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a program in Counselor Education and Supervision (CIP Code: 42.2899) – leading to a Doctorate of Education at Southern 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.

Health Science – AS – Capital CC

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a program in Health Sciences (CIP Code: 51.0000) – leading to an Associate of Science at Capital 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.

Replication of a College of Technology (COT) Program

Data Science Option – AS – Capital CC

RESOLVED: That the Board of Regents for Higher Education approve the replication of a College of Technology Program in Technology Studies: Data Science Option (CIP Code: 30.7001) – leading to an Associate of Science at Capital 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.

Policy: Extension of Teach Out Deadlines for Discontinued Programs in Cases of Student Hardship

WHEREAS, CSCU institutions discontinue programs based upon regular review of their viability;

WHEREAS, As part of the discontinuation of programs, institutions set teach out deadlines to ensure enrolled students can complete;

WHEREAS, There are circumstances in which student hardship and mitigating circumstances prevent a student from completing within the specified teach out timeline, therefore be it

RESOLVED, That the Board of Regents for Higher Education approves that the CSCU Provost and Senior Vice President of Academic Affairs will review and grant extensions to the teach out timeline as originally submitted for programs, as appropriate based on student need.

Delegation of Authority for Awarding Emeritus Status to Administrative Faculty

WHEREAS, The Agreement between the Connecticut State University Organization of Administrative Faculty and the Board of Regents of Higher Education ("SUOAF Agreement") Article 15, specifically section 15.9, provides for emeritus status to be awarded to administrative faculty members holding continuing appointment at the University recommending the title who have retired in accordance with the provisions of the State Statutes; and

WHEREAS, The provision further states that emeritus status is awarded by the Board of Regents upon the recommendation by the University President; and

WHEREAS,   The Board of Regents delegates this authority and authorizes the University President to award emeritus status in satisfaction of SUOAF Agreement section 15.9; now therefore, be it

RESOLVED, The University President is authorized to award emeritus status to administrative faculty members.

ACADEMIC & STUDENT AFFAIRS COMMITTEE

Policy on College and Reading Success 101

BOR Vice Chair and ASA Committee Chair provided an overview of the proposed policy College and Reading Success 101. Following her overview, she asked Dr. Francine Rosselli-Navarra, Professor, Department of Psychology/Anthropology at Manchester Community College to provide some additional detail regarding the development of the policy. Faculty Regents Colena Sesanker and David Blitz raised several point of concern. Both Dr. Harris and Provost Jane Gates responded to those concerns indicating that the Board was not getting involved in the specifics of the curriculum, but, rather, setting policy and leaving that to the appropriate faculty committee for their expertise. Upon hearing Dr. Sesanker's concerns regarding the diversity component, following Dr. Gates' input, **Dr. Harris proposed a friendly amendment (see the highlighted section of the resolution below. The amendment was moved by Dr. Harris and seconded by Regent Budd, passing by a unanimous vote. The resolution, as amended, was moved by Dr. Harris with a second by Regent Wright and unanimously adopted.**

Policy on College and Reading Success 101

WHEREAS the Board of Regents has endorsed the implementation of Guided Pathways practices and completing a First Year Experience course is consistent with these practices and meets all four Guided Pathways pillars: Clarifying academic and career pathways for students, helping students select a plan of study, keeping students on their plan, and creating meaningful learning experiences,

WHEREAS the Association of American Colleges & Universities lists the First Year Seminar as one of several High-Impact Educational Practices, which help students become more actively involved in their education and make a noticeable impact on students' engagement in the college, academic success, and sense of belonging in the campus community,

WHEREAS in keeping with the Board of Regents directive regarding the Students First implementation of Guided Pathways, Provost Gates charged the First Year Experience work group to "use guided pathways practices and existing expertise in the CSCU community colleges to design and recommend policies and practices that facilitate student retention and completion through the development of a first year experience that provides opportunity for career exploration and leads to the creation of an academic/career plan,"

WHEREAS the FYE work group, led by Guided Pathways managers for the Choice Architecture team and the Holistic Student Support Redesign team, and consisting of faculty, staff, and administrators from all twelve community colleges (https://www.ct.edu/gp/groups), developed the foundation for College and Career Success (CCS 101), a course informed by Guided Pathways principles and backward designed to focus on outcomes of college success, career exploration, and the development of core general education competencies.

WHEREAS the Advising Leads Council, in January 2019, recommended that CCS 101 should be a required course in the General Education proposal,

WHEREAS the FYE work group further recommended, in February 2020, that FYE/Student success departments and faculty move the course through their college curriculum approval process, academic programs include this course in their curriculum, and academic administrators support the scheduling and staffing of the course,

WHEREAS the Guided Pathways Holistic Student Support Redesign and Choice Architecture teams (https://www.ct.edu/gp/groups) reviewed and supported the CCS 101 course proposal and FYE work group recommendations, in February 2020 and May 2020, respectively,

WHEREAS research has established that First Year Experience courses must be taken early in a student's academic career to have the highest impact, that the optimal First Year Experience course is a 3-credit stand-alone class, and that all students, even those who are high-performing or transfer students, benefit from establishing a career path as well as learning the academic and personal skills to be successful students and employees,

WHEREAS the Holistic Case Management Advising policy of the Board of Regents requires that all students create a personalized academic and career plan,

WHEREAS the General Education Core for Connecticut State Community College has been established to include competency requirements as well as a diversity requirement,

WHEREAS the learning outcomes of CCS 101 are designed to promote a successful first year, student success, and equity, which are three of the five goals of the Board of Regents, and

NOW, THEREFORE, BE IT RESOLVED: That the Board of Regents for Higher Education directs Connecticut State Community College, in conjunction with the CSCU System Office

through the leadership of the CSCU Provost and Senior Vice President for Academic and Student Affairs, to:

- Require all Connecticut State Community College programs of study to include the three (3) credit CCS 101 which is focused on college success and career exploration.
- Require all degree-seeking students to enroll in CCS 101 within their first nine (9) credits.
- Ensure that CCS 101 includes a component that meets the general education core diversity requirement, with the acknowledgement that diversity topics should ideally be embedded throughout the General Education core and across the curriculum, **with the acknowledgement that diversity topics should ideally be embedded throughout the General Education core and across the curriculum.**
- Ensure that CCS 101 fulfills one of the general education core competencies.
- Make recommendations regarding which programs of study might add CCS 101 as an exception to normalization, in accordance with BOR policy.
- Provide guidance regarding which circumstances allow a student to request exemption from taking CCS 101 with final decisions on exemptions made by campus academic leadership.
- Ensure that CCS 101 is regularly updated to align with the latest research and evidence from the field regarding successful first year experience courses, noting that current research demonstrates that the most successful first year experience courses use pedagogies that promote learning-for-application, use equity-minded pedagogies and inclusive formats, give instructors the tools and structural supports to teach effectively, and substantively link the course to other academic courses to improve transfer of learning.
- Provide administrative oversight of CCS 101 to ensure consistency of delivery and outcomes.

Information Item – PA 12-40 Progress Report

Dr. Harris noted that the Committee received a Progress Report on PA 12-40 (**see Attachment C hereto**) and indicated that the report indicates progress is being made.

AUDIT COMMITTEE

Audit Committee Chair Elease Wright reported that the Committee met on Tuesday, June 2nd. The agenda included an update on the audit of the CT Community Colleges for fiscal year 2019 and planning for the fiscal year 2020 audit for the CT Community Colleges, CT State Universities, and Charter Oak State College.

The Committee's discussion included management and our independent auditors, Grant Thornton, who provided us with an overview of financial statements, results and the audit status. At the time of the Committee meeting, the Community College audit was substantially complete and statements were subsequently issued on June 10.

Grant Thornton identified one item as a significant deficiency, which was: failure to close the books in a timely and accurate manner. Grant Thornton recommends the CT Community

Colleges formalize closing processes to ensure institutional knowledge is retained and applied consistently. This finding did not result in a modified opinion on the financial statements.

As previously discussed, the delay in closing the year and issuing financial statements was primarily driven by the uniform chart of account change which was implemented effective July 1, 2018. The chart change required CSCU to make some unforeseen adjustments to closing procedures to ensure the integrity of the financial statements.   Staff turnover and IT upgrades occurring near the fiscal year-end also contributed to the delay in the completion of the financial statements.

The accounting team has worked through the challenges and implemented or modified formalized closing procedures as recommended by the auditors. Management does not anticipate delays in next year's audit.

Grant Thornton then discussed planning for the fiscal year 2020 audit and preliminary fieldwork, which is currently underway.

Management discussed that Grant Thornton's contract expires after the fiscal year 2020 audit, and CSCU will issue an RFP for fiscal year 2021.

FINANCE & INFRASTRUTURE COMMITTEE

Finance &Infrastructure Committee Chair Richard J. Balducci noted that the Finance and Infrastructure Committee met on June 10 and covered two items.

The first item was an information item that identified several instances where the system had approved reducing fees pertaining to on-line coursework. These small fee adjustments in favor of students were authorized by the resolution establishing fees for the coming year, and reflect the changed circumstances of the Coronavirus pandemic.

The second item on the agenda was **approval of spending plans for the universities, the community colleges, and Charter Oak.**

Regent Balducci noted spending plans proposed by the institutions reflect the challenging and uncertain times we all face. In particular, these budgets all made major assumptions about enrollment and operating costs that appear realistic based on what we know today, but may prove wrong. As a result, the staff included in the plan the commitment to return to the Board in October to review actual enrollment and revenue levels for the fall, to identify specific actions being undertaken by campuses to achieve spending reduction targets included in the plans, and to

propose deeper contingency plans to the extent that the state of our budget and operations demand.

The spending plans include funding to pay for SEBAC raises of 5.5% for unionized workers. These raises are anticipated to cost a total of $22 million, including $12.5 million at the universities, $9 million at the colleges and $250,000 at Charter Oak.

The spending plans as approved by the committee will require drawdown of reserves in both the universities -- $33 million out of $139 million available -- and the colleges -- $15 million out of $32 million available. Charter Oak has proposed a balanced budget.

The Universities' budgets reflect enrollment declines of -10% at three universities and -2% at Eastern. Additionally, the universities have assumed lower occupancy in dormitories than normal, between 71% and 83% of current capacity. The resulting revenue declines are partially offset by spending reductions in a year that includes SEBAC raises of $12 million, fringe benefit growth, and new and uncertain costs related to social distancing and public health requirements.

The Community College spending plan reflects flat enrollment compared to FY 2020. While this produces flat tuition revenue, state assistance, including fringe benefit support, is rising by about $30 million in FY 2021, offsetting expenditure growth across the system of $21 million. This expenditure growth would have been considerably higher in a normal year, with SEBAC wages and fringe benefit increases alone accounting for $23 million, plus a budgeted increase of $12 million for COVID-related costs funded with federal funds.

The budget for the colleges also includes changes to reflect the establishment of Connecticut State Community College. This entails reducing the "System Office" budget by $32 million, establishing a new CSCC budget of $35.7 million, and reallocating shared services costs to campuses, along with block-grant funds to support those costs. Campus budgets are growing by 4%.

The Community College budget controls spending to this level by requiring a "holdback" from each college budget of 2%, plus a reduction of 7.5% at CSCC. The plans for accomplishing these reductions will be provided to the Board in October.

The Community College budget also includes use of $3 million in System reserves to support implementation of PACT in the fall. This funding level may require that the campuses reduce minimum grants or otherwise pro-rate, but is expected to cover most or all of the tuition and fees of eligible students. This program will help ensure that enrollment is as strong as possible in the fall.

Following discussion among Board members, including input by CFO Ben Barnes, **the resolution below, was unanimously approved on a motion by Regent Balducci as seconded by Regent Budd.**

FY2021 Budget/Spending Plan - Connecticut State Colleges & Universities

WHEREAS,   Pursuant to the provisions of Section 10a-8 of the Connecticut General Statutes, "...the Board of Regents for Higher Education shall be deemed the budgeted agency for the Connecticut State University System, the regional community-technical college system and Charter Oak State College. The Board of Regents for Higher Education shall develop a formula or program-based budgeting system to be used by each institution in preparing operating budgets..."; and

WHEREAS,   Each college, university, the System Office and the newly established Connecticut State Community College have all submitted a budget for FY 2021 to the Board of Regents summarized in Attachment A; and

WHEREAS,   The Board of Regents approves an overall spending level for all funds except for federal and private grants, bond funds, and intra/inter agency funds; and

WHEREAS,   Each institution shall adhere to the approved budget; and

WHEREAS,   The FY2021 Budget/Spending has been developed based on the approved state budget and state appropriations to CSCU dated June 5, 2019; and

WHEREAS,   The institutional budgets have incorporated information provided by the Governor's office/OPM, the Office of the State Comptroller, legislative pronouncements, and agreements (including provisions of SEBAC); and

WHEREAS,   The institutions all face considerable uncertainty, particularly regarding enrollment, revenue levels and the costs of operating under applicable public health restrictions, as a result of the ongoing COVID-19 pandemic, and in response the institutions have prepared austere plans built on conservative assumptions; and

WHEREAS,   Nonetheless the FY2021 Budget presents a significant loss position for Community Colleges and the four universities; and

WHEREAS,   Management continues to implement the Students First plan, which, in conjunction with other anticipated savings and demographic trends, is expected to allow the system to return to sustainable, balanced operations over the next several years; and

WHEREAS,   The Board of Regents has reviewed and discussed the budget proposal and determined that the losses reflected in the spending plans submitted by the Community Colleges are so great as to jeopardize the financial viability of the system, particularly if enrollment is unexpectedly lower; and

WHEREAS,   The institutions, in recognition of the financial peril from the pandemic, have
               included spending reduction targets in their spending plans and will provide
               detailed reductions to meet those targets once campus reopening plans have
               been approved and enrollment data is available; therefore, be it

RESOLVED THAT,   The Board of Regents for Higher Education approves the FY2020
                 Budget/Spending Plan as summarized in Attachment A; and be it further

RESOLVED THAT,   The Board of Regents for Higher Education requires that each institution
                 shall provide to the Finance and Infrastructure Committee, at its October 2020
                 meeting: (1) a detailed plan describing how each institution will meet any
                 spending reduction targets or holdbacks included in this approved plan; (2) a
                 new projection of revenues and expenses for FY 2021; and (3) further
                 contingency plans that will reduce spending by 5% from the spending levels
                 approved herein.

Attachment A referenced in the above resolution is attached hereto as Attachment D.

HUMAN RESOURCES & ADMINISTRATION COMMITTEE

No report.

EXECUTIVE SESSION

**On a motion by Chair Fleury, seconded by Vice Chair Harris, the Board voted unanimously
to go into Executive Session at 11:34 am for discussion concerning pending litigation and the
appointment or evaluation of a public officer or employee.**

At the request of Chair Fleury, Alice Pritchard, Andrew Kripp, and Ernestine Weaver
remained with the Board.

The Board came out of Executive Session at 12:05 pm at which time Chair Fleury
noted there were not votes taken in executive session and that discussion was limited pending
litigation and the evaluation of a public officer or employee.

ADJOURNMENT

Chair Fleury declared the meeting adjourned at 12:05 pm

Submitted,

Erin A. Fitzgerald, Director of Board Affairs
Secretary of the CT Board of Regents for Higher Education

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CT BOARD OF REGENTS FOR HIGHER EDUCATION
REGULAR MEETING – June 18, 2020
Remote Participation

Attachments to Minutes and/or Meeting Handouts/ Presentations

Posted online at http://www.ct.edu/regents/minutes

A. **Opportunity to Address the Board –** communication(s) received

B. **President Ojakian's prepared remarks** (*in his absence, shared by Dr. Alice Pritchard, Chief of Staff*

C. **12-40 Progress Report – staff report** information item

D. **Spending Plan (Attachment A to Resolution)**

E. **Fee Reductions in Response to Pandemic –staff report** information item

F. **Communication to NECHE** from President Mark Ojakian and President David Levinson responding to public comments NECHE received regarding the ongoing implementation of Students First**.**

BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES – SPECIAL MEETING – THURSDAY, JULY 29, 2020
CONDUCTED VIA REMOTE PARTICIPATION

REGENTS – PARTICIPATING (Y = yes / N = no)	
Matt Fleury, Chair	Y
Merle Harris, Vice Chair	Y
Richard J. Balducci	Y
Aviva D. Budd	Y
Naomi K. Cohen	N
Felice Gray-Kemp	Y
Holly Howery	Y
David R. Jimenez	Y
JoAnn Ryan	Y
Elease E. Wright	Y
Monica Maldonado, SAC Chair	Y
Elena Ruiz, SAC Vice Chair	Y
Ari Santiago	Y
*David Blitz, FAC Chair	Y
*Colena Sesanker, FAC Vice Chair	Y
*Kurt Westby, Labor Commissioner	N
*Deidra Gifford, Public Health Commissioner	Y
*David Lehman, DECD Commissioner	N
*Miguel A. Cardona, Education Commissioner	N
*ex-officio, non-voting member	

CSCU STAFF
>   Mark E. Ojakian, CSCU President
>   Alice Pritchard, Chief of Staff
>   Jane Gates, SVP & Provost, Academic & Student Affairs
>   Andrew Kripp, VP Human Resources & Labor Relations
>   Ben Barnes, Chief Financial Officer
>   Joe Tolisano, Chief Information Officer
>   Keith Epstein, VP Facilities
>   Angelo Simoni, Executive Director, Student Relations & Compliance
>   Ernestine Y. Weaver, Counsel
>   Greg DeSantis, Associate Vice President of Student Success and Academic Initiatives
>   Erin A. Fitzgerald, Director of Board Affairs / Secretary of the Board of Regents

CALL TO ORDER

Chair Fleury called the meeting to order at 10:00 am and, following roll call, declared a quorum present.

ADOPT AGENDA

Chair Fleury called for a motion to adopt the meeting agenda as submitted. Faculty Regent David Blitz requested an item be added to the agenda concerning faculty concerns regarding testing and safety when faculty and students return to campus. Chair Fleury noted the meeting was a Special Meeting and while he could not add an item to the agenda, advised that the topic was on the Special Meeting for discussion. **On a motion by Regent Cohen, seconded by Regent Ryan, the Agenda was unanimously adopted as presented.**

OPPORTUNITY TO ADDRESS THE BOARD

See **Attachment A** hereto for communication(s) received. In accordance with FOI guidelines as amended during the pandemic, the communication(s) in Attachment A were posted on the CSCU website immediately prior to the meeting start time and distributed to all Board members in advance of the meeting.

BOR CHAIR MATT FLEURY'S REMARKS

Chair Fleury indicated he would keep his remarks brief. He welcomed new Regent, Ari Santiago to the Board.

CSCU PRESIDDENT OJAKIAN'S REMARKS

President Ojakian, along with Alice Pritchard and members of President Ojakian's team, provided an update regarding the Reopening Plans. The presentation shared with Board members is attached hereto as **Attachment B**. Additionally, the following materials were shared with the Board via links on the posted meeting agenda.

- CSCU website: Covid-19 Updates - www.ct.edu/covid19
- CSCU website: Covid-19 Steering Committee Reports - https://www.ct.edu/covid19#steering

Commissioner of Public Health, Deidre Gifford, provided an overview of the State's responsiveness and recommendations for institutions of public higher education as it relates to the return of students, faculty and staff. A robust discussion ensued among Board members on this topic, with Commissioner Gifford and others noting that, the System is in compliance with guidelines set by the Department of Public Health. As the discussion continued, it was noted that following the guidelines was not adhering to minimum standards, but, rather, following the best guidance offered based on existing circumstances. Faculty Regent Blitz reiterated his concern that there should be broader and more frequent testing.

ACADEMIC & STUDENT AFFAIRS COMMITTEE

ASA Committee Chair Merle Harris provided an overview on the three items the Committee was bringing forward for consideration. Following her overview, Regent Cohen introduced and moved each item listed below.

On a motion by Regent Cohen, seconded by Regent Wright, the resolution concerning the Statement of Title IX Policy was unanimously adopted. The full policy is posted online at https://www.ct.edu/files/policies/4.11%20-%20Statement%20of%20Title%20IX%20Policy.pdf

Statement of Title IX Policy

WHEREAS,   The Board of Regents in accord with the Connecticut State Colleges and Universities comprised of seventeen institutions and a System Office, is committed to insuring that each member of every BOR governed college or university community has the opportunity to participate fully in the process of education and development; and

WHEREAS,   The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and relationship violence; and

WHEREAS,   The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") and set forth certain specific requirements, which become effective on August 14, 2020; and

WHEREAS,   The Board of Regents consistent with the goal providing safe environments at all of its campuses for all who frequent them, sets forth a "Statement of Title IX Policy" therefore be it

RESOLVED,   That the Board of Regents formally adopts a "Statement of Title IX Policy" effective August 14, 2020.

On a motion by Regent Cohen, seconded by Regent Harris, the resolution concerning the Amendment of Policy regarding Sexual Misconduct Reporting, Supportive Measures and Procedures Policy was unanimously adopted. The full policy is posted online at

https://www.ct.edu/files/policies/5.2%20SexualMisconductReportingSuppMeasuresProcesses.pdf

Amendment of Policy regarding Sexual Misconduct Reporting, Supportive Measures and Procedures Policy

WHEREAS,   The Board of Regents in accord with the Connecticut State Colleges and Universities comprised of seventeen institutions and a System Office, is committed to insuring that each member of every BOR governed college or university community has the opportunity to participate fully in the process of education and development; and

WHEREAS,   The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and relationship violence; and

WHERAS,   The Board of Regents for Higher Education adopted policy regarding "Sexual Misconduct Reporting, Support Services and Processes Policy, as amended from time to time; and

WHEREAS,   The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") and set forth certain specific requirements, which become effective on August 14, 2020; and

WHEREAS,   The Board of Regents consistent with the goal providing safe environments at all of its campuses for all who frequent them, has reviewed its policy regarding "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" and revised the policy so that it is consistent with the regulations; therefore, be it

RESOLVED, That the Board of Regents formally amends the renamed the "Sexual Misconduct Reporting, Supportive Measures and Processes Policy" effective August 14, 2020.

Amendment of Student Code of Conduct – Part E – Hearing Procedures for Sexual Misconduct, Sexual Intimate Partner, Domestic violence & Stalking Reports

On a motion by Regent Cohen, seconded by Regent Harris, the resolution concerning the Amendment of Student Code of Conduct – Part E – Hearing Procedures for Sexual Misconduct, Sexual Intimate Partner, Domestic violence & Stalking Reports was unanimously adopted. The full policy is posted online at

https://www.ct.edu/files/policies/2.1%20StudentCodeofConduct.pdf

Amendment of Student Code of Conduct – Part E – Hearing Procedures for Sexual Misconduct, Sexual Intimate Partner, Domestic violence & Stalking Reports

WHEREAS,   The Board of Regents for Higher Education on March 13, 2014 adopted the Student Code of Conduct and has amended the document from time to time to remain consistent with the law; and

WHEREAS,   The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") and set forth certain specific requirements, which become effective on August 14, 2020; and

WHEREAS,   The Student Code of Conduct, Part E: Hearing Procedures for Sexual Misconduct, Sexual Intimate Partner, Domestic Violence & Stalking Reports, must be amended to address the requirements set forth in the Title IX Regulations; therefore be it

RESOLVED,   That the Board of Regents amends The Student Code of Conduct, Part E: Hearing Procedures for Sexual Misconduct, Sexual Intimate Partner, Domestic Violence & Stalking Reports effective August 14, 2020.

FINANCE & INFRASTRUCTURE COMMITTEE

Finance and Infrastructure Chair Richard J. Balducci provided an overview of the proposed resolution offering **a one-time deadline extension for the refund of Housing** Deposits. On a motion by Regent Balducci, seconded by Regent Wright, the resolution below

WHEREAS,   The CSCU Tuition and Fee Refund Policy was approved on June 16, 2016; and

WHEREAS,   That policy stipulates that students must pay a housing deposit by June 30 for housing in the following academic year and that such deposit may only be refunded under specific identified circumstances or based on an appeals process; and

WHEREAS,   In most years' students will have had complete information available about course schedules, teaching modalities and campus operations before June 30 to support their decision to live on campus; and

WHEREAS,   In 2020 the COVID-19 pandemic has resulted in significant uncertainty as the universities have made widespread changes to schedules, modalities, and operations in order to account for public health mandates and to protect students, faculty and staff from illness; and

WHEREAS,   Many students were not able to make an informed decision regarding on-campus housing prior to June 30; and

WHEREAS,   Relying on an appeals process to refund housing deposits to students is unnecessarily burdensome to students and staff at a time when preparing for the return to school should be the highest priority; therefore, be it

RESOLVED THAT,   The Board of Regents for Higher Education permits the universities to extend the deadline for refund of housing deposits during 2020 only to July 31, 2020.

AUDIT COMMITTEE

No report.

HUMAN RESOURCES & ADMINISTRATION COMMITTEE

No report.

POINT OF PERSONAL PRIVILEGE – CHAIRMAN FLEURY

Chair Fleury presented a plaque to Erin Fitzgerald, Board Secretary and Director of Board Affairs, in recognition and appreciation of her service to the System for over 18 years. He, along with President Ojakian, and the Board members wished her well upon the occasion of her retirement.

EXECUTIVE SESSION

On a motion by Chair Fleury, seconded by Vice Chair Harris, the Board voted unanimously to go into Executive Session at 12:15 pm for discussion concerning pending litigation and the appointment or evaluation of a public officer or employee.

At the request of Chair Fleury, Alice Pritchard, remained with the Board.

Executive Session concluded at 1:01 pm at which time Chair Fleury noted there were no votes taken in executive session and that discussion was limited to pending litigation and the evaluation of a public officer or employee.

ADJOURNMENT

Chair Fleury declared the meeting adjourned at 12:05 pm

Submitted,

Erin A. Fitzgerald, Director of Board Affairs
Secretary of the CT Board of Regents for Higher Education

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Attachments to Minutes and/or Meeting Handouts/ Presentations

Posted online at http://www.ct.edu/regents/minutes

A. Opportunity to Address the Board – communication(s) received

B. CSCU Reopening Plans presentation

From: John O'Connor <joconnorsbr3@gmail.com>
Sent: Tuesday, July 28, 2020 8:14 AM
To: Fitzgerald, Erin A <EFitzgerald@commnet.edu>
Subject: question/comment

Dear Chairman Fleury and Members of the Board:

The agenda for today's meeting includes an "Opportunity to Address the Board." Before the pandemic moved meetings like this one online, interested parties appeared in person and were able to make their points before the board and before the assembled audience. Sometimes, the Board asked clarifying questions. Sometimes, the speakers' comments, questions, and concerns made it into the news reporting on the meeting.

Although the technology certainly exists to allow a virtual equivalent of the in-person address, the Board's current system seems designed to make a show of the "opportunity" without the substance.

At the very least, you could open the comments feature on the YouTube channel.

Sincerely,
John O'Connor
Faculty Member
CCSU

Dear Chairman Fleury and Members of the Board:

Asking constituents and interested parties to submit emails 24 hours in advance of a meeting so that the emails can be "compiled and shared" with Board members, presumably ahead of, not during the meeting itself—and therefore neither broadcast nor recorded on the CSCU YouTube channel—is a poor excuse for public comment. It would seem that the Board is using technology to insulate itself from meaningful interaction with its students, faculty, and staff.

In the midst of a pandemic, when two-way communication is crucial for decision-making on all fronts, such insulation is irresponsible and perhaps dangerous.

Sincerely,
Dr. Stephen Monroe Tomczak
Associate Professor, Southern Connecticut State University
President, SCSU-AAUP
New Haven, CT

The impact and tragedy of COVID-19 continue to unfold. More than 130,000 have died, cases are increasing in many states, and communities of color are over-represented among those who are suffering.

As a university system providing a vital public good and committed to social justice, CSCU has an obligation to protect those working and learning on our four campuses from the effects of the disease and its potential spread. Doing so will simultaneously protect our families, our local communities, and the entire state of Connecticut.

To ensure safety and quality education and to minimize disruption to our students and our own work, it is important that faculty rights established in the CSU-AAUP - Board of Regents Collective Bargaining Agreement are not overlooked or discarded. As both work and learning conditions are transformed during this pandemic, **the undersigned call on the BOR to provide for the following**:

1) **Safety**. Prioritize the health of the entire campus community and take all steps to reduce virus transmission, even at economic cost. End pressure on facilities operations, deans, and department chairs to hit target numbers for on-campus class sections and on-ground percentages. Plans for reopening libraries, counseling centers, and athletic facilities should be made in accordance with scientific evidence that prioritizes health and safety.

2) **Professional discretion**. Give all employees the choice of working remotely or on-ground, with no questions asked. They know how best to do their jobs and can be trusted to make rational decisions as the pandemic evolves. Teaching faculty have academic freedom that includes the choice of modality. They are the only ones who can judge which mode (online asynchronous, synchronous, hybrid, or hyflex) best suits their pedagogical goals *under the current crisis*.

3) **Privacy**. Do not require employees to go through an ADA or other medical certification process or to take unpaid leave, as long as the pandemic lasts. The pandemic induced changes in work conditions (and not a change in individuals' underlying health). The requirement to disclose additional personal medical conditions or those of household members is a violation of privacy and may negatively impact individuals.

4) **No Harm**. Work hardships attributable to the increased and evolving demands of the pandemic should not negatively impact annual evaluations, renewals, or job offers for part-time or full-time faculty (teaching, librarians, counselors, and coaches and trainers). The tenure clock should either be paused or extended.

We the undersigned have grave concerns about the unique situation of universities as potential sites of the spread of COVID-19. We are proud of the vital function the CSUs serve in the State and region. We respect our students' aspirations and appreciate the complexities of their lives. Now more than ever, our working conditions are our students' learning conditions.

Over 1,100 CSU faculty have signed this petition.

Please read the following message out loud during the BOR meeting on July 29, 2020:

Dear Chairman Fleury and Members of the Board:

The agenda for today's meeting includes an "Opportunity to Address the Board." In the past, I was able to appear in person and make my points before the board and the entire audience. But now I cannot do that.

The technology certainly exists to allow a virtual equivalent of the in-person address. For example, there is a comments feature on the CSCU YouTube channel. But it has been disabled. Why is that? Are you afraid to know what the community you supposedly server has to say? In the absence of any real opportunity to address the Board (submitting a static email 24 hours in advance hardly qualifies as inviting real communication), the public comment feature would at least provide a record of the concerns voiced by constituents.

Sincerely,

Louise B. Williams

Professor Louise Blakeney Williams
History Department
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

CCSU-AAUP President
To become a member of AAUP please click here.

From: Cynthia Stretch <stretch1053@gmail.com>
Sent: Tuesday, July 28, 2020 9:16 AM
To: Fitzgerald, Erin A <EFitzgerald@commnet.edu>
Subject: Addressing the Board July 29, 2020

Dear Ms. Fitzgerald,
Please be so kind as to read the following email aloud during the Board meeting on Wednesday, July 29 during the "Opportunity to Address the Board" segment of the posted agenda:

Dear Chairman Fleury and Members of the Board:

Last month, I attended a New Haven Board of Alders meeting where over 40 constituents were able to address the Alders in real time. In order to keep bandwidth issues at bay, those who wished to comment were limited to audio only. It wasn't hard.

As a member of the CSU faculty, I find it very troubling that the Board has shut down any chance of two-way communication during meetings. The point of the "opportunity to address the Board" is not to watch decision-makers open their email inboxes--or not--on a YouTube channel.

As the recent petition with over 1,000 signatures attests, there are widespread concerns among the faculty in the CSU system. Listening to those concerns in real time, with the option to ask for and receive follow-up or clarifying information, seems especially crucial now.

Sincerely,
Dr. Cynthia Stretch
Southern Connecticut State University

From: Rotua Lumbantobing <lumbantobingr@wcsu.edu>
Sent: Tuesday, July 28, 2020 9:49 AM
To: Fitzgerald, Erin A <EFitzgerald@commnet.edu>
Subject: To the CSCU Board Members at BOR Special Meeting - July 29, 2020

Please read the following message out loud during the BOR meeting on July 29, 2020:

Dear Chairman Fleury and Members of the Board:

The agenda for today's meeting includes an "Opportunity to Address the Board." Before the pandemic moved meetings like this one online, interested parties appeared in person and were able to make their points before the board and before the assembled audience. Sometimes, the Board asked clarifying questions. Sometimes, the speakers' comments, questions, and concerns made it into the news reporting on the meeting.

Although the technology certainly exists to allow a virtual equivalent of the in-person address, the Board's current system seems designed to make a show of the "opportunity" without the substance.

At the very least, you could open the comments feature on the YouTube channel.

Sincerely,
Rotua Lumbantobing, Ph.D.
WCSU-AAUP Chapter President

Rotua Lumbantobing (she/her)
Associate Professor of Economics
Associate Chair, Social Sciences Dept.
Western Connecticut State University
Chapter President, WCSU-AAUP (click here to become a member)
Warner Hall 205; 203.837.8457
https://lumbantobingr.youcanbook.me (TR 2-3 pm)

From: Patricia O'Neill <oneillp@wcsu.edu>
Sent: Tuesday, July 28, 2020 9:15 AM
To: Fitzgerald, Erin A <EFitzgerald@commnet.edu>
Subject: Comment for 7/29/2020 BOR meeting

Dear Chairman Fleury and Members of the Board:

As President of the Connecticut State University-American Association of University Professors, I am attaching the following petition and asking that you read this email, **as well as the text of the petition in its entirety**, aloud into the record of this meeting.

The petition calling for Safety, Professional Discretion, Privacy, and No Harm was signed by over 1,000 members of the CSU faculty in 10 days. Clearly, the faculty -- who teach and serve our students -- have concerns about campus repopulation that you, as Regents, should be aware of.

We ask that the Board of Regents lend its support to the items within the petition and direct the System Office to proceed *with urgency* in addressing the concerns voiced by CSU faculty.

Respectfully,
Patricia O'Neill

Patricia O'Neill, Ph.D.
Psychology Department
Western Connecticut State University
Phone: 203-837-9383

Safety. Professional Discretion. Privacy. No Harm.

Please add your name to the following petition:

The impact and tragedy of COVID-19 continue to unfold. More than 130,000 have died, cases are increasing in many states, and communities of color are over-represented among those who are suffering.

As a university system providing a vital public good and committed to social justice, CSCU has an obligation to protect those working and learning on our four campuses from the effects of the disease and its potential spread. Doing so will simultaneously protect our families, our local communities, and the entire state of Connecticut.

To ensure safety and quality education and to minimize disruption to our students and our own work, it is important that faculty rights established in the CSU-AAUP - Board of Regents Collective Bargaining Agreement are not overlooked or discarded. As both work and learning conditions are transformed during this pandemic, **the undersigned call on the BOR to provide for the following:**

1) **Safety.** Prioritize the health of the entire campus community and take all steps to reduce virus transmission, even at economic cost. End pressure on facilities operations, deans, and department chairs to hit target numbers for on-campus class sections and on-ground percentages. Plans for reopening libraries, counseling centers, and athletic facilities should be made in accordance with scientific evidence that prioritizes health and safety.

2) Professional discretion. Give all employees the choice of working remotely or on-ground, with no questions asked. They know how best to do their jobs and can be trusted to make rational decisions as the pandemic evolves. Teaching faculty have academic freedom that includes the choice of modality. They are the only ones who can judge which mode (online asynchronous, synchronous, hybrid, or hyflex) best suits their pedagogical goals *under the current crisis*.

3) Privacy. Do not require employees to go through an ADA or other medical certification process or to take unpaid leave, as long as the pandemic lasts. The pandemic induced changes in work conditions (and not a change in individuals' underlying health). The requirement to disclose additional personal medical conditions or those of household members is a violation of privacy and may negatively impact individuals.

4) No Harm. Work hardships attributable to the increased and evolving demands of the pandemic should not negatively impact annual evaluations, renewals, or job offers for part-time or full-time faculty (teaching, librarians, counselors, and coaches and trainers). The tenure clock should either be paused or extended.

We the undersigned have grave concerns about the unique situation of universities as potential sites of the spread of COVID-19. We are proud of the vital function the CSUs serve in the State and region. We respect our students' aspirations and appreciate the complexities of their lives. Now more than ever, our working conditions are our students' learning conditions.

First name *

Your answer

Last name *

Your answer

CSU campus... *

Choose

1	Timestamp	First name	Last name	CSU campus...
2	7/14/2020 14:02:02	Binlin	Wu	SCSU
3	7/14/2020 14:02:46	Corinne	Blackmer	SCSU
4	7/14/2020 14:02:52	Wesley	OBrien	SCSU
5	7/14/2020 14:03:12	Cynthia	Stretch	SCSU
6	7/14/2020 14:03:51	Junhong	Wang	SCSU
7	7/14/2020 14:04:08	Jamie	Aschenbach	SCSU
8	7/14/2020 14:04:15	Kari	Swanson	SCSU
9	7/14/2020 14:04:45	Jia	Yu	SCSU
10	7/14/2020 14:06:28	Sarah	Reeves	SCSU
11	7/14/2020 14:06:49	Andrea	Adimando	SCSU
12	7/14/2020 14:08:29	Tina	Re	SCSU
13	7/14/2020 14:08:54	Brandon	Hutchinson	SCSU
14	7/14/2020 14:08:55	Patrick	Crowley	SCSU
15	7/14/2020 14:10:31	Stephen Monroe	Tomczak	SCSU
16	7/14/2020 14:11:03	Jeremy	Chandler	SCSU
17	7/14/2020 14:11:24	Joel	Dodson	SCSU
18	7/14/2020 14:12:31	Susan	Clerc	SCSU
19	7/14/2020 14:12:35	Michelle	Lawler	SCSU
20	7/14/2020 14:14:52	Barbara	Cook	SCSU
21	7/14/2020 14:15:42	Miranda	Dunbar	SCSU
22	7/14/2020 14:15:51	Allison	Dale	SCSU
23	7/14/2020 14:17:03	Barry	Westcott	CCSU
24	7/14/2020 14:18:25	Victoria	Zigmont	SCSU
25	7/14/2020 14:26:35	Heidi	Lockwood	SCSU
26	7/14/2020 14:26:52	Paul R.	Petrie	SCSU
27	7/14/2020 14:26:58	Patricia	Mottola	SCSU
28	7/14/2020 14:28:33	Karen	Burke	SCSU
29	7/14/2020 14:30:21	Troy	Paddock	SCSU
30	7/14/2020 14:30:56	Andrew	Richmond	SCSU
31	7/14/2020 14:32:34	Raymond	Cotrufo	SCSU
32	7/14/2020 14:34:46	Dr. Serafin	Mendez-Mendez	CCSU
33	7/14/2020 14:34:51	Julia	Blau	CCSU
34	7/14/2020 14:35:39	Mary Anne	Nunn	CCSU
35	7/14/2020 14:36:19	David	Spector	CCSU
36	7/14/2020 14:36:25	Andrea	June	CCSU
37	7/14/2020 14:36:35	Michael	Wizevich	CCSU
38	7/14/2020 14:36:37	Louise	Williams	CCSU
39	7/14/2020 14:36:42	Paul	Petterson	CCSU
40	7/14/2020 14:36:51	Gilbert	Gigliotti	CCSU
41	7/14/2020 14:38:15	Burlin	Barr	CCSU
42	7/14/2020 14:38:39	Paul	Holmer	SCSU
43	7/14/2020 14:39:07	Sean	Gallagher	CCSU
44	7/14/2020 14:39:16	Mary Ann	Mahony	CCSU
45	7/14/2020 14:40:13	Steve	Yavner	CCSU
46	7/14/2020 14:40:37	Amanda	Fields	CCSU
47	7/14/2020 14:40:57	Tom	Hazuka	CCSU
48	7/14/2020 14:41:14	Sarah	Stookey	CCSU
49	7/14/2020 14:41:18	Amanda	Greenwell	CCSU
50	7/14/2020 14:41:23	Gloria	Brown	CCSU
51	7/14/2020 14:41:38	Antonio	Garcia	CCSU
52	7/14/2020 14:43:15	Michael	GENDRON	CCSU

53	7/14/2020 14:43:15	Chad	Williams	CCSU
54	7/14/2020 14:43:17	Kate	McGrath	CCSU
55	7/14/2020 14:43:44	Ann Marie	Spinelli	CCSU
56	7/14/2020 14:46:08	Aram	Ayalon	CCSU
57	7/14/2020 14:47:17	David	Petroski	SCSU
58	7/14/2020 14:47:56	Joo Eng	Lee-Partridge	CCSU
59	7/14/2020 14:48:04	Sharon	Cox	CCSU
60	7/14/2020 14:49:01	Vangella	Buchanan	CCSU
61	7/14/2020 14:49:03	Jessica	Edwards	CCSU
62	7/14/2020 14:49:06	Bradley	Waite	CCSU
63	7/14/2020 14:49:08	Marisa	Mealy	CCSU
64	7/14/2020 14:49:46	Susan	Gilmore	CCSU
65	7/14/2020 14:50:13	Deborah	Zanella	CCSU
66	7/14/2020 14:52:36	Theodora	Ruhs	CCSU
67	7/14/2020 14:52:57	Sebastian	Perumbilly	SCSU
68	7/14/2020 14:53:20	Jeanne	Criscola	CCSU
69	7/14/2020 14:54:02	C. Christopher	LEE	CCSU
70	7/14/2020 14:54:44	Tom	Ratliff	CCSU
71	7/14/2020 14:55:44	Sharon	Clapp	CCSU
72	7/14/2020 14:58:06	Susan	Koski	CCSU
73	7/14/2020 14:58:42	Jason	Sikorski	CCSU
74	7/14/2020 14:58:52	Brian	Kershner	CCSU
75	7/14/2020 14:59:11	Mathew	Foust	CCSU
76	7/14/2020 14:59:52	Carolyne	Soper	CCSU
77	7/14/2020 15:00:16	julie	LIEFELD	SCSU
78	7/14/2020 15:01:46	Tony	Rosso	SCSU
79	7/14/2020 15:02:26	Antoinette	Ryan	CCSU
80	7/14/2020 15:04:09	Elle n	Beatty	SCSU
81	7/14/2020 15:04:14	Brandon	Fuller	SCSU
82	7/14/2020 15:04:55	Evelyn	Phillips	CCSU
83	7/14/2020 15:05:03	Deborah	Flynn	SCSU
84	7/14/2020 15:06:00	Sixia	Chen	CCSU
85	7/14/2020 15:06:32	Cherie	King	CCSU
86	7/14/2020 15:07:31	Wendy	Hardenberg	SCSU
87	7/14/2020 15:08:32	Rebecca	Wood	CCSU
88	7/14/2020 15:10:45	Arlene	Bielefield	SCSU
89	7/14/2020 15:12:17	yangx1@southernct	yangx1@southernct.e	SCSU
90	7/14/2020 15:17:05	Robert	Forbus	SCSU
91	7/14/2020 15:17:47	Jose Carlos	del Ama	CCSU
92	7/14/2020 15:17:50	Farough	Abed	CCSU
93	7/14/2020 15:21:02	Trevor	Allen	CCSU
94	7/14/2020 15:21:18	Kelly	Evans	CCSU
95	7/14/2020 15:28:52	Neil	Glagovich	CCSU
96	7/14/2020 15:31:18	Kareem	Shabana	CCSU
97	7/14/2020 15:34:46	Amy	Gagnon	CCSU
98	7/14/2020 15:34:51	Sean	Grace	SCSU
99	7/14/2020 15:35:26	Jerry	Dunklee	SCSU
100	7/14/2020 15:36:19	Kate	Farrish	CCSU
101	7/14/2020 15:36:21	Beth	Ghiloni	CCSU
102	7/14/2020 15:36:22	Mark	Evans	CCSU
103	7/14/2020 15:36:26	michael	davis	CCSU
104	7/14/2020 15:37:20	Tatiana	Gotcheva	CCSU
105	7/14/2020 15:37:38	Donna	Smith	SCSU
106	7/14/2020 15:38:31	William	Sarmuk	CCSU
107	7/14/2020 15:42:03	Ruth Anne	Baumgartner	CCSU

108	7/14/2020 15:42:26	Adam	Goldberg	SCSU
109	7/14/2020 15:43:25	Stephen	Cohen	CCSU
110	7/14/2020 15:45:36	Olga	Petkova	CCSU
111	7/14/2020 15:47:55	Claire	Novosad	SCSU
112	7/14/2020 15:52:49	Kuan-pin	Chiang	CCSU
113	7/14/2020 15:54:33	Linda	Reeder	CCSU
114	7/14/2020 15:54:52	Timothy	Craine	CCSU
115	7/14/2020 15:56:06	David	Broderick	CCSU
116	7/14/2020 15:59:11	Sarah	Strong	CCSU
117	7/14/2020 16:00:10	Maria	Mitchell	CCSU
118	7/14/2020 16:01:31	Kevin	Kean	CCSU
119	7/14/2020 16:01:49	Charles	Menoche	CCSU
120	7/14/2020 16:02:17	Hassan	shibly	CCSU
121	7/14/2020 16:05:42	Paramita	Dhar	CCSU
122	7/14/2020 16:05:44	Jim	Conway	CCSU
123	7/14/2020 16:05:51	Christopher	Doucot	CCSU
124	7/14/2020 16:06:37	Shijie	Gu	CCSU
125	7/14/2020 16:06:39	Susan	Slaga-Metivier	CCSU
126	7/14/2020 16:10:13	Walter	Stutzman	SCSU
127	7/14/2020 16:13:42	Neli	Zlatareva	CCSU
128	7/14/2020 16:16:03	Eric	Leonidas	CCSU
129	7/14/2020 16:27:00	Patrick	Foster	CCSU
130	7/14/2020 16:32:56	Shawneen	Buckley	SCSU
131	7/14/2020 16:35:02	Audra	King	CCSU
132	7/14/2020 16:35:29	Cassi	Meyerhoffer	SCSU
133	7/14/2020 16:38:50	Sadu	Nanjundiah	CCSU
134	7/14/2020 16:57:27	Katherine A.	Hermes	CCSU
135	7/14/2020 17:01:56	Natsuko	Takemae	CCSU
136	7/14/2020 17:03:35	T. Wiley	Carr	SCSU
137	7/14/2020 17:10:43	Donald	Rogers	CCSU
138	7/14/2020 17:18:47	Kelly	Mabry	SCSU
139	7/14/2020 17:19:05	Jesse	Turner	CCSU
140	7/14/2020 17:20:16	Michelle	Stoehr-McCarthy	SCSU
141	7/14/2020 17:26:32	Gary	Gomby	CCSU
142	7/14/2020 17:35:46	Kristine	Anthis	SCSU
143	7/14/2020 17:38:48	Deborah	Weiss	SCSU
144	7/14/2020 17:59:14	Kevin	Buterbaugh	SCSU
145	7/14/2020 18:01:30	Vera	Roberts	CCSU
146	7/14/2020 18:05:24	Doris	Marino	SCSU
147	7/14/2020 18:12:17	Drew	Harris	CCSU
148	7/14/2020 18:25:02	Pbilip	Halloran	CCSU
149	7/14/2020 18:27:03	Bob	Drobish	SCSU
150	7/14/2020 18:32:58	Meghan	Evans	CCSU
151	7/14/2020 18:33:10	Eric	Hoffman	SCSU
152	7/14/2020 18:33:36	Bruce	Day	CCSU
153	7/14/2020 18:38:17	James	DeLaura	CCSU
154	7/14/2020 18:44:37	Kely	Jarvis	CCSU
155	7/14/2020 18:58:04	Cynthia	Pope	CCSU
156	7/14/2020 18:59:18	Patrick	Holden	CCSU
157	7/14/2020 19:07:58	Mary	Eberhardt	CCSU
158	7/14/2020 19:24:31	Ian	Green	CCSU
159	7/14/2020 19:28:35	Joseph	Bonnici	CCSU
160	7/14/2020 19:36:04	Michael	North	CCSU
161	7/14/2020 19:38:52	Andrew	Smyth	SCSU
162	7/14/2020 19:57:00	macgregorj1@south	macgregorj1@southe	SCSU

163	7/14/2020 20:10:26	Martha	Bless	SCSU
164	7/14/2020 20:39:16	Ben	Tyson	CCSU
165	7/14/2020 20:59:01	Sean	Brierley	SCSU
166	7/14/2020 21:07:06	Thomas	Burkholder	CCSU
167	7/14/2020 21:31:01	John	O'Connor	CCSU
168	7/14/2020 21:37:25	Marco	Kinsella	CCSU
169	7/14/2020 21:40:18	A. Fiona	Pearson	CCSU
170	7/14/2020 21:47:06	Jessyka	Scoppetta	CCSU
171	7/14/2020 22:04:40	Jennifer	Piatek	CCSU
172	7/14/2020 22:09:53	Hyoun-Sook	Lim	CCSU
173	7/14/2020 22:10:10	taraneh	baradaranseyed	SCSU
174	7/14/2020 22:12:49	Jeffrey	Webb	SCSU
175	7/14/2020 22:25:04	Christina	Barmon	CCSU
176	7/14/2020 22:39:01	Jan	Mason	CCSU
177	7/14/2020 22:43:32	Jan	Bishop	CCSU
178	7/14/2020 22:57:42	Xiaoping	Shen	CCSU
179	7/14/2020 23:04:35	Kathleen	Bantley	CCSU
180	7/14/2020 23:06:40	Vivian	Martin	CCSU
181	7/14/2020 23:54:52	Samuel	Andoh	SCSU
182	7/15/2020 1:21:44	Reza	Ghodsi	CCSU
183	7/15/2020 2:57:00	Cynthia	O'Sullivan	SCSU
184	7/15/2020 5:43:45	Renata	Vickrey	CCSU
185	7/15/2020 7:13:48	Laura	Raynolds	SCSU
186	7/15/2020 7:43:11	Oby	Okwuka	SCSU
187	7/15/2020 7:52:56	Don	Adams	CCSU
188	7/15/2020 8:04:07	Robert	Dowling	CCSU
189	7/15/2020 8:08:03	Peter	KYEM	CCSU
190	7/15/2020 8:31:45	Matt	Ciscel	CCSU
191	7/15/2020 8:40:49	Julie	Sharp	SCSU
192	7/15/2020 9:15:41	Tiffany	Johnson	SCSU
193	7/15/2020 9:21:00	James	Mazur	SCSU
194	7/15/2020 9:25:56	James	French	CCSU
195	7/15/2020 9:28:09	Daniel	Larose	CCSU
196	7/15/2020 9:31:37	Bob	Emiliani	CCSU
197	7/15/2020 9:40:10	Jason	Snyder	CCSU
198	7/15/2020 9:43:58	Parker	Fruehan	SCSU
199	7/15/2020 9:44:01	Jessica	Kenty-Drane	SCSU
200	7/15/2020 9:50:01	Mary	Collins	CCSU
201	7/15/2020 9:58:13	John	Mitrano	CCSU
202	7/15/2020 10:03:14	Beth	Merenstein	CCSU
203	7/15/2020 10:03:23	Jane	Hikel	CCSU
204	7/15/2020 10:08:17	walton	brown-foster	CCSU
205	7/15/2020 10:23:56	Scott	Ellis	SCSU
206	7/15/2020 10:28:15	Jessica	Greenebaum	CCSU
207	7/15/2020 10:32:19	Howell	Williams	WCSU
208	7/15/2020 10:36:06	Youngseon	Kim	CCSU
209	7/15/2020 10:44:48	Barbara	Clark	CCSU
210	7/15/2020 10:49:30	Rebecca	Boncoddo	CCSU
211	7/15/2020 10:51:41	Polly	Beals	SCSU
212	7/15/2020 11:07:15	Patrick	Pritchett	SCSU
213	7/15/2020 11:19:15	Felice	Russell	CCSU
214	7/15/2020 11:22:45	Armando	Cerpa	SCSU
215	7/15/2020 11:25:00	Leah	Glaser	CCSU
216	7/15/2020 11:27:00	Sarah	Crawford	SCSU
217	7/15/2020 11:33:33	Meredith	Sinclair	SCSU

218	7/15/2020 11:33:50	Thomas R	King	CCSU
219	7/15/2020 11:36:31	Alvin	Vaz	CCSU
220	7/15/2020 11:39:43	Theresa	rennan	SCSU
221	7/15/2020 11:45:02	Lisa	Bigelow	CCSU
222	7/15/2020 11:47:41	Jennifer	Parzych	SCSU
223	7/15/2020 11:51:04	Ken	Gatzke	SCSU
224	7/15/2020 11:56:44	Maeve	Doyle	ECSU
225	7/15/2020 11:57:21	Wayne	Buck	ECSU
226	7/15/2020 11:57:31	Nicole	Krassas	ECSU
227	7/15/2020 11:58:36	Charles	Booth	ECSU
228	7/15/2020 11:58:39	Barbara	Liu	ECSU
229	7/15/2020 12:01:16	John	Toedt	ECSU
230	7/15/2020 12:01:21	Christian	D'Ambrosio	ECSU
231	7/15/2020 12:03:24	Teresa	Balough	ECSU
232	7/15/2020 12:03:47	Kellie	O'Donnell-Bobadilla	ECSU
233	7/15/2020 12:04:41	Mark	Fabrizi	ECSU
234	7/15/2020 12:05:12	Jenna	Scisco	ECSU
235	7/15/2020 12:05:44	Christopher	Krebs	ECSU
236	7/15/2020 12:06:41	Robbin	Smith	CCSU
237	7/15/2020 12:07:48	Terri	Toles-Patkin	ECSU
238	7/15/2020 12:10:14	DeRon	Williams	ECSU
239	7/15/2020 12:13:32	Jonathan	Weinbaum	SCSU
240	7/15/2020 12:16:08	Luis	Cordon	ECSU
241	7/15/2020 12:16:21	Okon	Hwang	ECSU
242	7/15/2020 12:16:36	Alycia	Bright Holland	ECSU
243	7/15/2020 12:16:53	James	Holland	ECSU
244	7/15/2020 12:17:57	Virginia	Mitchell	CCSU
245	7/15/2020 12:20:02	suzanne	wagor	WCSU
246	7/15/2020 12:20:39	Pallavi	Limaye	ECSU
247	7/15/2020 12:21:16	Sylvia	Halkin	CCSU
248	7/15/2020 12:21:40	Alexandra	Maravel	CCSU
249	7/15/2020 12:23:07	Courtney	Broscious	ECSU
250	7/15/2020 12:23:39	Rita	Malenczyk	ECSU
251	7/15/2020 12:26:28	Jamel	Ostwald	ECSU
252	7/15/2020 12:27:09	June	Bisantz	ECSU
253	7/15/2020 12:29:08	Khai Zhi	Sim	ECSU
254	7/15/2020 12:32:51	Troy	Schinkel	CCSU
255	7/15/2020 12:34:22	Lyndsey	Lanagan-Leitzel	ECSU
256	7/15/2020 12:41:19	Jennifer	Leszczynski	ECSU
257	7/15/2020 12:50:56	Brian	Griffiths	ECSU
258	7/15/2020 12:52:47	Karen	Bartone	ECSU
259	7/15/2020 12:53:45	Robert	McEachern	SCSU
260	7/15/2020 12:56:23	James	Diller	ECSU
261	7/15/2020 12:56:38	Jaime	Gomez	ECSU
262	7/15/2020 13:07:04	Christopher	Trombly	SCSU
263	7/15/2020 13:08:03	Phyllis	Lee	ECSU
264	7/15/2020 13:12:51	Kim	Dugan	ECSU
265	7/15/2020 13:12:59	Joel	Rosiene	ECSU
266	7/15/2020 13:15:33	Sudha	Swaminathan	ECSU
267	7/15/2020 13:19:30	Margaret	Letterman	ECSU
268	7/15/2020 13:25:51	Erin	Braselmann	SCSU
269	7/15/2020 13:31:20	Romuald	Byczkiewicz	CCSU
270	7/15/2020 13:33:01	Nimmi	Sharma	CCSU
271	7/15/2020 13:37:44	Diana	Pepin	ECSU
272	7/15/2020 13:38:57	MD Nashid	Anjum	ECSU

273	7/15/2020 13:46:09	Kevin	Donohue	ECSU
274	7/15/2020 14:01:14	Ana Laura	Funes Maderey	ECSU
275	7/15/2020 14:11:27	Laura	Rodriguez	ECSU
276	7/15/2020 14:12:53	Rotua	Lumbantobing	WCSU
277	7/15/2020 14:17:46	Daniel	Switchenko	ECSU
278	7/15/2020 14:20:19	Kimberly	Switchenko	ECSU
279	7/15/2020 14:21:34	Theresa	Severance	ECSU
280	7/15/2020 14:23:32	Margaret	Dunn	SCSU
281	7/15/2020 14:24:36	Marybeth	Fede	SCSU
282	7/15/2020 14:26:46	Jessica	Schofield	WCSU
283	7/15/2020 14:27:17	Anne	Dawson	ECSU
284	7/15/2020 14:28:00	Reginald	Holt	CCSU
285	7/15/2020 14:28:34	Jennifer	Ort	WCSU
286	7/15/2020 14:31:09	Caroline	Waldbuesser	WCSU
287	7/15/2020 14:31:47	Edward	Hagan	WCSU
288	7/15/2020 14:33:26	Mohinder	Dugal	WCSU
289	7/15/2020 14:33:26	Katy	Wiss	WCSU
290	7/15/2020 14:34:56	Joan	Reitz	WCSU
291	7/15/2020 14:35:19	Dan	Weltmann	WCSU
292	7/15/2020 14:35:40	Paula	Carabell	WCSU
293	7/15/2020 14:36:40	Carol	Johnson	CCSU
294	7/15/2020 14:37:42	Laurie	Weinstein	WCSU
295	7/15/2020 14:38:18	Stacey Alba	Hawkins	WCSU
296	7/15/2020 14:38:30	Lisa	Morrissey	WCSU
297	7/15/2020 14:39:33	Kevin Jay	Isaacs	WCSU
298	7/15/2020 14:40:10	H.	Liguore	WCSU
299	7/15/2020 14:40:44	Castella	Copeland	WCSU
300	7/15/2020 14:41:22	Teresa	Puckhaber	WCSU
301	7/15/2020 14:44:14	Darby	Cardonsky	WCSU
302	7/15/2020 14:45:17	Donna	Coelho	WCSU
303	7/15/2020 14:46:16	James	Greene	WCSU
304	7/15/2020 14:47:34	Jacqueline	Guzda	WCSU
305	7/15/2020 14:48:36	Xing	Liu	ECSU
306	7/15/2020 14:50:02	Jennifer	Sousa	WCSU
307	7/15/2020 14:54:10	Jeanette	Moore	WCSU
308	7/15/2020 14:54:34	Carol	Huang	WCSU
309	7/15/2020 14:57:39	anya	sokolovskaya	ECSU
310	7/15/2020 14:58:06	Ellen	O'Meara	WCSU
311	7/15/2020 14:58:37	Carina	Bandhauer	WCSU
312	7/15/2020 14:58:50	Greg	DeVito	ECSU
313	7/15/2020 15:00:52	Guy	Perrotta	WCSU
314	7/15/2020 15:00:53	Martha	May	WCSU
315	7/15/2020 15:01:38	Wyn	Gadkar-Wilcox	WCSU
316	7/15/2020 15:04:25	Costel	Calin	SCSU
317	7/15/2020 15:04:41	Averell	Manes	WCSU
318	7/15/2020 15:08:45	Simone	Gieschler	WCSU
319	7/15/2020 15:08:50	Kevin	Burnard	WCSU
320	7/15/2020 15:10:08	Luis	Jimenez	WCSU
321	7/15/2020 15:11:36	Galina	Bakhtiarova	WCSU
322	7/15/2020 15:12:28	George	Kain	WCSU
323	7/15/2020 15:15:30	David	Stoloff	ECSU
324	7/15/2020 15:17:02	Susan	DeRosa	ECSU
325	7/15/2020 15:19:55	Joshua	Rosenthal	WCSU
326	7/15/2020 15:22:46	Karen	McLean	WCSU
327	7/15/2020 15:23:57	Deborah	Johnson	WCSU

328	7/15/2020 15:25:21	Richard	Madwid	WCSU
329	7/15/2020 15:27:35	Jonathan	Misciagna	WCSU
330	7/15/2020 15:36:57	JOCELYN	CHEN	WCSU
331	7/15/2020 15:38:24	Carrie D.	Michalski	SCSU
332	7/15/2020 15:50:44	Katherine	Marsland	SCSU
333	7/15/2020 15:51:46	Sujini	Ramachandar	SCSU
334	7/15/2020 15:52:05	Sarah	Baires	ECSU
335	7/15/2020 15:52:08	Maria	Diamantis	SCSU
336	7/15/2020 15:54:26	Anthony	D'Aries	WCSU
337	7/15/2020 15:54:43	Matthew	Ouimet	SCSU
338	7/15/2020 16:00:36	Alexa	Tzanova	CCSU
339	7/15/2020 16:01:14	Zara	DeLuca	SCSU
340	7/15/2020 16:04:02	Andrew	Marchant-Shapiro	SCSU
341	7/15/2020 16:08:08	Lisa	Barber	SCSU
342	7/15/2020 16:11:04	Carol	Ivers	CCSU
343	7/15/2020 16:11:53	Brian	Clements	WCSU
344	7/15/2020 16:13:28	Daniel	Barrett	WCSU
345	7/15/2020 16:14:16	Ricardo	Pérez	ECSU
346	7/15/2020 16:20:49	Russ	Gladstone	WCSU
347	7/15/2020 16:23:03	Jehoon	Jeon	ECSU
348	7/15/2020 16:23:43	Svenja	Gusewski	SCSU
349	7/15/2020 16:26:37	Andee	Nunn	WCSU
350	7/15/2020 16:27:24	Ronald	Drozdenko	WCSU
351	7/15/2020 16:28:07	Cara	Bergstrom-Lynch	ECSU
352	7/15/2020 16:31:17	Mary	Boudreaux	SCSU
353	7/15/2020 16:32:23	Alita	Cousins	ECSU
354	7/15/2020 16:50:22	Rochelle	Gimenez	ECSU
355	7/15/2020 16:55:24	Suzanne	Ironbiter	WCSU
356	7/15/2020 17:05:07	Mytien	Nguyen	SCSU
357	7/15/2020 17:08:04	Gregory	Adams	SCSU
358	7/15/2020 17:09:42	Brosh	Teucher	WCSU
359	7/15/2020 17:17:00	Nancy	Redmond	SCSU
360	7/15/2020 17:19:52	Manuel	Otero	ECSU
361	7/15/2020 17:22:06	Terry	Lennox	ECSU
362	7/15/2020 17:22:07	Joan	Vecchia	WCSU
363	7/15/2020 17:23:26	Xiaohua	Yang	WCSU
364	7/15/2020 17:23:57	Sean	Yang	WCSU
365	7/15/2020 17:26:05	Mikolaj	Sulkowski	SCSU
366	7/15/2020 17:30:43	Michael	Ruscoe	SCSU
367	7/15/2020 17:35:07	Tricia	Stewart	WCSU
368	7/15/2020 17:55:06	Jessica (Jess)	Kraybill	WCSU
369	7/15/2020 18:07:33	Gancho	Ganchev	WCSU
370	7/15/2020 18:19:44	JC	Barone	WCSU
371	7/15/2020 18:52:40	William	Faraclas	SCSU
372	7/15/2020 18:52:58	Ivan	Gotchev	CCSU
373	7/15/2020 19:13:07	Heather	Levy	WCSU
374	7/15/2020 19:20:03	Stephen	Curtis	ECSU

375	7/15/2020 19:24:33	Tina	Santiago	SCSU
376	7/15/2020 19:25:25	Anna	Kirchmann	ECSU
377	7/15/2020 19:40:12	Robin	Kalder	CCSU
378	7/15/2020 19:42:17	Kara	Faraclas	SCSU
379	7/15/2020 19:46:44	Guy	Crundwell	CCSU
380	7/15/2020 19:47:06	Burton	Levine	CCSU
381	7/15/2020 19:47:38	Sanja	Grubacic	SCSU
382	7/15/2020 20:33:38	Mary	Purdy	SCSU
383	7/15/2020 20:59:12	john	montemerlo	ECSU
384	7/15/2020 21:05:51	Aki	Michimi	ECSU
385	7/15/2020 21:06:48	Richard	Weidlich	WCSU
386	7/15/2020 21:21:40	Catherine	OCallaghan	WCSU
387	7/15/2020 21:22:56	OLUWOLE	OWOYE	WCSU
388	7/15/2020 21:24:01	Shuju	Wu	CCSU
389	7/15/2020 21:25:38	Hannah	Reynolds	WCSU
390	7/15/2020 21:43:52	John	Nwangwu	SCSU
391	7/15/2020 22:11:40	Lisa	Huber	WCSU
392	7/15/2020 22:16:03	Edwin M	Wong	WCSU
393	7/15/2020 22:41:41	Heather	Rodriguez	CCSU
394	7/15/2020 23:17:48	Christine	Hutchison	ECSU
395	7/15/2020 23:18:31	Anna	Malavisi	WCSU
396	7/16/2020 1:36:13	Kyle	O'Brien	SCSU
397	7/16/2020 6:14:29	Hope-Marie	Cook	ECSU
398	7/16/2020 6:40:14	Silvia	Bettega	CCSU
399	7/16/2020 6:51:23	Albert	Bibeau	WCSU
400	7/16/2020 7:03:37	Sharon	Yamen	WCSU
401	7/16/2020 7:48:21	C. Thomas	Philbrick	WCSU
402	7/16/2020 7:50:55	Jack	Tom	WCSU
403	7/16/2020 8:04:07	Henry	Morelli	CCSU
404	7/16/2020 8:20:08	Patrick	Vitale	ECSU
405	7/16/2020 8:51:33	Kelli	Custer	WCSU
406	7/16/2020 8:59:10	Richard	Zipoli	SCSU
407	7/16/2020 9:37:43	Christina	DiCarro	WCSU
408	7/16/2020 9:44:39	Frank	Cannatelli	SCSU
409	7/16/2020 9:53:58	Michele	Griswold	SCSU
410	7/16/2020 9:57:16	James	Mulrooney	CCSU
411	7/16/2020 10:05:27	Steven	Brady	SCSU
412	7/16/2020 10:06:04	Rebecca	Hedreen	SCSU
413	7/16/2020 10:10:47	Chris	LeGates	SCSU
414	7/16/2020 10:14:17	Jennifer	Hopper	SCSU
415	7/16/2020 10:17:53	Lisa	Haylon	SCSU
416	7/16/2020 10:18:53	JOSEPH	BRIGNOLA	SCSU
417	7/16/2020 10:20:10	Melvin	Prince	SCSU
418	7/16/2020 10:20:21	Sang Won	Yoon	SCSU
419	7/16/2020 10:25:06	Rachelle	Jereza	SCSU
420	7/16/2020 10:28:20	Kauther	Badr	SCSU
421	7/16/2020 10:29:22	Rachel	Jeffrey	SCSU
422	7/16/2020 10:35:35	Stephanie	Fumiatti	SCSU
423	7/16/2020 10:36:40	Frank	Harris III	SCSU
424	7/16/2020 10:37:11	Robson	de Andrade	SCSU
425	7/16/2020 10:38:28	Gregory	Robbins	SCSU
426	7/16/2020 10:41:13	Catherine	Baratta	CCSU
427	7/16/2020 10:41:30	Resha	Cardone	SCSU
428	7/16/2020 10:43:53	Hari	Koirala	ECSU

429	7/16/2020 10:51:29	Elizabeth	Glagowski	SCSU
430	7/16/2020 10:52:48	June	Cheng	SCSU
431	7/16/2020 10:57:08	Peter	Leung	SCSU
432	7/16/2020 11:09:19	Kerry	Walker	WCSU
433	7/16/2020 11:09:20	Charisse	Levchak	CCSU
434	7/16/2020 11:30:29	David	Blitz	CCSU
435	7/16/2020 11:57:42	Stanley	Bernard	SCSU
436	7/16/2020 12:13:10	Rob	Eisenson	WCSU
437	7/16/2020 12:16:03	William	ROWE	SCSU
438	7/16/2020 12:22:51	Lai	Vo	WCSU
439	7/16/2020 12:22:55	Kathleen	Skoczen	SCSU
440	7/16/2020 12:37:14	Jacob	Zonderman	SCSU
441	7/16/2020 12:44:23	john	jowdy	WCSU
442	7/16/2020 12:52:51	Gabriel	Lomas	WCSU
443	7/16/2020 13:13:02	Jessica	Lombardi	SCSU
444	7/16/2020 13:21:26	Phylis	Iqbal	SCSU
445	7/16/2020 13:34:59	Michele	Merlo	SCSU
446	7/16/2020 13:43:02	Lisa	Lancor	SCSU
447	7/16/2020 13:46:40	Rafael	Hernandez	SCSU
448	7/16/2020 13:48:51	Stephen	Adair	CCSU
449	7/16/2020 13:54:19	Michael	Rogers	SCSU
450	7/16/2020 14:25:59	Jana	Brady	SCSU
451	7/16/2020 14:28:53	Angela	Baumann	CCSU
452	7/16/2020 14:37:32	Cynthia	Sefton	WCSU
453	7/16/2020 14:49:17	Vara	Neverow	SCSU
454	7/16/2020 15:02:41	Jianhua	Lin	ECSU
455	7/16/2020 15:04:36	patrick	hull	WCSU
456	7/16/2020 15:06:06	Anastasia	Sorokina	SCSU
457	7/16/2020 15:13:47	Charles	Baraw	SCSU
458	7/16/2020 15:17:28	Suzanne	LaCroix	SCSU
459	7/16/2020 15:18:18	Isabel	McEachern	SCSU
460	7/16/2020 15:18:28	Jeff	Mock	SCSU
461	7/16/2020 15:18:30	Steve	Larocco	SCSU
462	7/16/2020 15:23:06	Mohsen	Alizadeh	WCSU
463	7/16/2020 15:26:24	Hrvoje	Podnar	SCSU
464	7/16/2020 15:32:37	Shelby	Lanaro	SCSU
465	7/16/2020 15:43:52	Richard	Devine	ECSU
466	7/16/2020 15:49:56	Jennifer	O'Brien	WCSU
467	7/16/2020 15:59:29	Armen	Marsoobian	SCSU
468	7/16/2020 16:19:42	Gladys	Labas	SCSU
469	7/16/2020 16:20:48	Margot	Schilpp	SCSU
470	7/16/2020 17:06:21	Jason	Labbe	SCSU
471	7/16/2020 17:20:37	ELIZABETH	COWLES	ECSU
472	7/16/2020 17:30:39	Steve	Amerman	SCSU
473	7/16/2020 17:32:31	Lisa	Bier	SCSU
474	7/16/2020 17:55:35	Elena	Byrne	SCSU
475	7/16/2020 17:57:18	Donato	Saraceno	WCSU
476	7/16/2020 17:58:01	Carrie	Andreoletti	CCSU
477	7/16/2020 18:00:04	Darly Thomas	George	WCSU
478	7/16/2020 18:14:51	Amy	Smoyer	SCSU
479	7/16/2020 18:23:27	Carmen	Coury	SCSU
480	7/16/2020 19:14:31	Tina	Rice	CCSU
481	7/16/2020 19:49:22	Gayle	Bessenoff	SCSU
482	7/16/2020 20:06:18	Daniel	Donaghy	ECSU
483	7/16/2020 20:35:19	Mike	Shea	SCSU

484	7/16/2020 20:37:08	Julian	Madison	SCSU
485	7/16/2020 20:50:02	Laurel	Larsen	WCSU
486	7/16/2020 21:02:46	Katie	Lever	WCSU
487	7/16/2020 21:09:11	Derya	Cogal	CCSU
488	7/16/2020 21:13:23	Amy	Campanaro	WCSU
489	7/16/2020 21:59:43	Ayse	Adams	CCSU
490	7/16/2020 22:09:50	Nicole	Fluhr	SCSU
491	7/16/2020 22:24:42	Candace	Barrington	CCSU
492	7/16/2020 22:35:51	William	Joel	WCSU
493	7/16/2020 22:49:16	Zuohong	Pan	WCSU
494	7/16/2020 23:09:13	Rachel	Furey	SCSU
495	7/16/2020 23:23:53	Lorrie	Gardella	SCSU
496	7/16/2020 23:51:47	Manoj	Misra	WCSU
497	7/17/2020 0:00:55	Robyn	Housemann	WCSU
498	7/17/2020 4:59:19	Troy	Rondinone	SCSU
499	7/17/2020 6:03:26	Marie	McDaniel	SCSU
500	7/17/2020 7:30:05	Vivian	Shipley	SCSU
501	7/17/2020 7:56:45	Kimberly	Bean	SCSU
502	7/17/2020 8:08:00	Dr. Frank	Bevvino	SCSU
503	7/17/2020 8:22:50	Rachael	Vaters-Carr	SCSU
504	7/17/2020 8:31:45	Aimee	Pozorski	CCSU
505	7/17/2020 8:36:34	MaryAnn	Murtha	WCSU
506	7/17/2020 8:42:49	Andrew	Conroe	SCSU
507	7/17/2020 8:51:31	Elaine	Martin	SCSU
508	7/17/2020 8:54:47	Jennifer	Garcia	SCSU
509	7/17/2020 8:58:13	Melissa	Dalton	WCSU
510	7/17/2020 9:02:46	C. Michele	Thompson	SCSU
511	7/17/2020 9:22:33	Steven	Hoffler	SCSU
512	7/17/2020 9:26:04	Margart	Murray	WCSU
513	7/17/2020 9:43:15	Julie	Hunter	WCSU
514	7/17/2020 10:01:03	Christine	Petto	SCSU
515	7/17/2020 10:12:06	Stephanie	Fischer	SCSU
516	7/17/2020 10:22:04	Yuriy	Garbovskiy	CCSU
517	7/17/2020 10:24:43	Charles	Button	CCSU
518	7/17/2020 10:45:28	David	Pellegrini	ECSU
519	7/17/2020 10:45:55	Rahul	Singhal	CCSU
520	7/17/2020 10:52:35	Todor	Ivanov	WCSU
521	7/17/2020 10:56:51	Steve	Ferruci	ECSU
522	7/17/2020 11:04:43	Donald	Gagnon	WCSU
523	7/17/2020 11:12:16	William	Cunningham	ECSU
524	7/17/2020 11:13:00	Michael	Lewis	WCSU
525	7/17/2020 11:14:13	Kim	Ward	ECSU
526	7/17/2020 11:14:16	Tim	Parrish	SCSU
527	7/17/2020 11:14:35	Debra	Wysocki	ECSU
528	7/17/2020 11:17:12	Mary	Brown	SCSU
529	7/17/2020 11:24:32	Kristen	Morgan	ECSU
530	7/17/2020 11:25:07	Megan	Koonze	SCSU
531	7/17/2020 11:26:08	Robert	Blush	ECSU
532	7/17/2020 11:26:39	Rona	Gurkewitz	WCSU
533	7/17/2020 11:33:42	John	Caruso	WCSU
534	7/17/2020 12:06:41	Rex	Gilliland	SCSU
535	7/17/2020 12:12:08	Marsha	Davis	ECSU
536	7/17/2020 12:17:32	Marsha	Daria	WCSU
537	7/17/2020 12:30:16	Kimberly	Meyer	CCSU
538	7/17/2020 12:42:47	Darcy	Bruce	ECSU

539	7/17/2020 12:44:32	Robert	Greene	ECSU
540	7/17/2020 12:48:55	Jane	Rainwater	ECSU
541	7/17/2020 13:12:03	Nilda	Alicea-Velazquez	CCSU
542	7/17/2020 14:05:28	Sue	Holt	CCSU
543	7/17/2020 14:10:25	Janis	Mink	ECSU
544	7/17/2020 14:15:29	Brad	Guarino	ECSU
545	7/17/2020 14:44:50	Megan	Heenehan	ECSU
546	7/17/2020 15:12:31	Luisa	Piemontese	SCSU
547	7/17/2020 15:20:03	Steve	Nystrup	SCSU
548	7/17/2020 15:23:53	Geoff	Elterich	CCSU
549	7/17/2020 15:28:09	Carolyn	Alling	SCSU
550	7/17/2020 15:34:05	Christine	Unson	SCSU
551	7/17/2020 15:43:43	Elizabeth	Schwartz	SCSU
552	7/17/2020 16:08:49	MAUD	MACARTHUR	WCSU
553	7/17/2020 16:27:18	Marcia	Delcourt	WCSU
554	7/17/2020 19:06:39	Davide	Mariotti	WCSU
555	7/17/2020 19:15:54	Carol	Schwartz	ECSU
556	7/17/2020 20:03:12	Brendan	Cunningham	ECSU
557	7/17/2020 21:16:31	Loida	Reyes	SCSU
558	7/17/2020 21:16:47	Rebecca	Wade-Rancourt	WCSU
559	7/18/2020 3:06:04	Paul	Levatino	SCSU
560	7/18/2020 9:28:56	Hei	Wong	WCSU
561	7/18/2020 9:59:56	Jason	Smith	SCSU
562	7/18/2020 10:46:01	Mary	Kenny	ECSU
563	7/18/2020 10:48:26	Darren	Sweeney	CCSU
564	7/18/2020 12:42:14	Jack Paul	Gesino	SCSU
565	7/18/2020 14:20:04	Dianne	Guhl	SCSU
566	7/18/2020 14:51:35	Edmond	Chibeau	ECSU
567	7/18/2020 16:25:55	Patricia	Olney	SCSU
568	7/18/2020 16:41:51	Virginia	Metaxas	SCSU
569	7/18/2020 16:52:17	Leslie	Lindenauer	WCSU
570	7/18/2020 21:17:42	Damon	Mitchell	CCSU
571	7/19/2020 0:10:16	Donald	Lukaszek	CCSU
572	7/19/2020 0:17:15	Heidi	Hartwig	CCSU
573	7/19/2020 7:40:20	Christopher	Westctt	CCSU
574	7/19/2020 8:29:23	Russell	Sampson	ECSU
575	7/19/2020 9:00:19	Christine	Limone	SCSU
576	7/19/2020 9:52:45	Frances	Penny	SCSU
577	7/19/2020 10:05:21	Steven	Kirstukas	CCSU
578	7/19/2020 10:05:45	Frederic	Latour	CCSU
579	7/19/2020 10:06:06	Sally	Lesik	CCSU
580	7/19/2020 10:08:08	Alicia	Stewart	CCSU
581	7/19/2020 10:08:53	Sylvia	Jalil-Gutierrez	CCSU
582	7/19/2020 10:10:55	Evelyn	Py	CCSU
583	7/19/2020 10:17:53	Mark	Jones	CCSU
584	7/19/2020 10:24:18	Robert	Carlson	ECSU
585	7/19/2020 10:24:53	Jessica	Rutherford	CCSU
586	7/19/2020 10:24:54	Daniel	D'Addio	CCSU
587	7/19/2020 10:25:57	Carol	Austad	CCSU
588	7/19/2020 10:29:33	A. T.	Jarmoszko	CCSU
589	7/19/2020 10:31:39	Vincenzo	Boscarino	CCSU
590	7/19/2020 10:47:35	Stuart	Barnett	CCSU
591	7/19/2020 10:47:52	KATHERINE	SUGG	CCSU
592	7/19/2020 10:58:20	Helen	koulidobrova	CCSU
593	7/19/2020 11:06:02	Kenneth	Ross	ECSU

594	7/19/2020 11:07:39	Megan	Mackey	CCSU
595	7/19/2020 11:13:22	Maria	Mitchell	CCSU
596	7/19/2020 11:15:11	Sheri	Fafunwa Ndibe	CCSU
597	7/19/2020 11:21:09	Robert	Dunne	CCSU
598	7/19/2020 11:39:42	Ernest	Pancsofar	CCSU
599	7/19/2020 11:51:49	Eric	Kirby	CCSU
600	7/19/2020 11:57:35	Robin	Esposito	SCSU
601	7/19/2020 12:01:11	Rachel	Schwell	CCSU
602	7/19/2020 12:14:46	Kathy	Moore	CCSU
603	7/19/2020 12:19:08	HARLAN	Shakun	CCSU
604	7/19/2020 12:26:32	Eben	Kling	CCSU
605	7/19/2020 12:27:03	Mengxi	Chen	CCSU
606	7/19/2020 12:29:11	Khaled	Hammad	CCSU
607	7/19/2020 12:32:18	Sangho	Park	CCSU
608	7/19/2020 12:51:24	Rachel	Siporin	CCSU
609	7/19/2020 12:59:09	Colleen	Casey-Nelson	CCSU
610	7/19/2020 13:02:33	Krista	Prendergast	SCSU
611	7/19/2020 13:10:27	Mary	McCarthy	CCSU
612	7/19/2020 13:29:08	Eleanor	Thornton	CCSU
613	7/19/2020 13:38:14	Sourav	Chakraborty	CCSU
614	7/19/2020 13:41:46	Sheldon	Watson	CCSU
615	7/19/2020 13:52:48	Jeffrey	Schaller	ECSU
616	7/19/2020 14:04:01	Pamela	Reardon	CCSU
617	7/19/2020 14:32:42	leyla	Zidani-Eroglu	CCSU
618	7/19/2020 14:59:24	Marianne	D'Onofrio	CCSU
619	7/19/2020 15:05:52	Stan	Kurkovsky	CCSU
620	7/19/2020 15:18:37	Matthew	Martin	CCSU
621	7/19/2020 15:44:08	Adam	Golaski	CCSU
622	7/19/2020 16:37:05	Elizabeth	Keenan	SCSU
623	7/19/2020 16:38:50	Laura	Bowman	CCSU
624	7/19/2020 17:31:22	Warren	Perry	CCSU
625	7/19/2020 18:05:05	Melanie	Savelli	SCSU
626	7/19/2020 18:14:29	David	DeFeo	CCSU
627	7/19/2020 18:25:38	Clementina	Verge	CCSU
628	7/19/2020 18:48:42	Jacob	Werblow	CCSU
629	7/19/2020 19:10:29	Jared	Ragusett	CCSU
630	7/19/2020 19:12:47	Christie	Maturo	CCSU
631	7/19/2020 19:28:01	Jacob	Kovel	CCSU
632	7/19/2020 20:38:31	Shelly	Jones	CCSU
633	7/19/2020 20:47:23	Garrett	Dancik	ECSU
634	7/19/2020 21:02:30	Ravindra	Thamma	CCSU
635	7/19/2020 21:15:47	Danielle	King	WCSU
636	7/19/2020 21:46:29	Becki	Louys	CCSU
637	7/19/2020 22:01:26	Albert	Owino	WCSU
638	7/20/2020 1:32:36	Aaron	Lin	WCSU
639	7/20/2020 5:01:38	Nusie	Halpine	ECSU
640	7/20/2020 7:19:04	Carolyn	Fallahi	CCSU
641	7/20/2020 7:29:42	Stefan	Kamola	ECSU
642	7/20/2020 7:43:15	Matthew	Orange	CCSU
643	7/20/2020 7:52:02	Samia	Elsafty	CCSU
644	7/20/2020 7:57:55	Heidi	Hughes	CCSU
645	7/20/2020 7:59:47	Douglas	O'Grady	WCSU
646	7/20/2020 8:13:46	Breanne	Gleason	CCSU
647	7/20/2020 8:33:20	Theresa	Bouley	ECSU
648	7/20/2020 8:36:49	Carlos	Soler	CCSU

649	7/20/2020 9:01:52	Aukje	Lamonica	SCSU
650	7/20/2020 9:04:18	Lilián	Uribe	CCSU
651	7/20/2020 9:12:55	Drew	Stutsman	SCSU
652	7/20/2020 9:15:08	Patricia	Michael	WCSU
653	7/20/2020 9:24:53	Gary	Smith	CCSU
654	7/20/2020 9:28:54	Mark	Cistulli	CCSU
655	7/20/2020 9:43:59	Sarah	Maurer	CCSU
656	7/20/2020 9:45:29	Joan	Nicoll-Senft	CCSU
657	7/20/2020 9:52:16	David	Stec	CCSU
658	7/20/2020 10:03:52	Ilana	Kelsey	SCSU
659	7/20/2020 10:18:54	Sarah	Roe	SCSU
660	7/20/2020 10:25:43	Steven	Ostrowski	CCSU
661	7/20/2020 10:27:19	Pauline	Goolkasian	WCSU
662	7/20/2020 10:33:24	Soojin	Kim	ECSU
663	7/20/2020 10:48:37	Tom	Vasko	CCSU
664	7/20/2020 10:49:23	John	Murphy	ECSU
665	7/20/2020 11:05:49	Alfredo	Rosete	CCSU
666	7/20/2020 11:08:13	Todd	Rofuth	SCSU
667	7/20/2020 11:08:32	William	Hauselt	SCSU
668	7/20/2020 11:09:04	Regine	Randall	SCSU
669	7/20/2020 11:09:23	Mary Ann	Glendon	SCSU
670	7/20/2020 11:10:37	Juan	Carmona	SCSU
671	7/20/2020 11:11:08	Joe	Panza	SCSU
672	7/20/2020 11:11:35	Patricia	Panichas	SCSU
673	7/20/2020 11:13:28	Adam	Cohen	SCSU
674	7/20/2020 11:15:32	Terrence	Lavin	SCSU
675	7/20/2020 11:24:13	Judy	Terpstra	SCSU
676	7/20/2020 11:25:19	Nicole	DeRonck	WCSU
677	7/20/2020 11:27:38	Sarah	Zalewski	CCSU
678	7/20/2020 11:28:01	Peter	LeMaire	CCSU
679	7/20/2020 11:30:40	Angelina	Kendra	CCSU
680	7/20/2020 11:32:36	Christopher	Budnick	SCSU
681	7/20/2020 11:32:58	Meghan	Barboza	SCSU
682	7/20/2020 11:35:29	Margaret	Sargent	SCSU
683	7/20/2020 11:36:09	Chantal	Larose	ECSU
684	7/20/2020 11:38:47	Jessica	Powell	SCSU
685	7/20/2020 11:41:51	Kin	Chan	ECSU
686	7/20/2020 11:42:11	Jemel	Aguilar	SCSU
687	7/20/2020 11:48:44	Timothy	Garceau	CCSU
688	7/20/2020 11:49:11	Ericka	Barnes	SCSU
689	7/20/2020 11:49:36	Winnie	Shyam	SCSU
690	7/20/2020 11:53:01	David	Peruta	SCSU
691	7/20/2020 11:54:46	Imad	Antonios	SCSU
692	7/20/2020 11:55:25	Todd	Ryder	SCSU
693	7/20/2020 11:58:37	Brian	Folker	CCSU
694	7/20/2020 12:08:05	Pennie	Branden	SCSU
695	7/20/2020 12:13:21	James	Austin	CCSU
696	7/20/2020 12:14:07	Kristen	Epp	ECSU
697	7/20/2020 12:15:51	Kathryn	D'Antonio	ECSU
698	7/20/2020 12:20:05	Eric	West	SCSU
699	7/20/2020 12:20:06	millerds@ccsu.edu	millerds@ccsu.edu	CCSU
700	7/20/2020 12:21:57	Jonathan	Hulvey	ECSU
701	7/20/2020 12:22:08	Zdravko	Markov	CCSU
702	7/20/2020 12:23:02	Irena	Pevac	CCSU
703	7/20/2020 12:26:03	James	Hyatt	ECSU

704	7/20/2020 12:26:21	Kristine	Larsen	CCSU
705	7/20/2020 12:30:00	Michele	Ganon	WCSU
706	7/20/2020 12:31:38	Francis	Coan	Tunxis Community College
707	7/20/2020 12:35:11	JIM	Donegan	WCSU
708	7/20/2020 12:42:32	Anne	Niccoli	ECSU
709	7/20/2020 12:44:25	Roger	Vogeler	CCSU
710	7/20/2020 12:47:51	Peter	Bachiochi	ECSU
711	7/20/2020 12:51:37	Tara	Hurt	ECSU
712	7/20/2020 12:57:25	Daniel	Johnson	ECSU
713	7/20/2020 13:03:04	Erik	Remec	SCSU
714	7/20/2020 13:05:29	Kinson	Perry	ECSU
715	7/20/2020 13:13:03	Anthony	Cornicello	ECSU
716	7/20/2020 13:13:43	Adam	Phaiah	ECSU
717	7/20/2020 13:16:30	Oscar	Perdomo	CCSU
718	7/20/2020 13:21:22	Garrett	Dell	SCSU
719	7/20/2020 13:31:58	Audrey	Kerr	SCSU
720	7/20/2020 13:32:59	Laurie	Bonjo	SCSU
721	7/20/2020 13:37:30	Martha	Kruy	CCSU
722	7/20/2020 13:58:45	Luke	Eilderts	SCSU
723	7/20/2020 14:00:06	Lauren	Tucker	SCSU
724	7/20/2020 14:02:33	Nadeem	Shahid	CCSU
725	7/20/2020 14:03:36	Elise	Maragliano	SCSU
726	7/20/2020 14:19:51	Pinchas	Schreiber	CCSU
727	7/20/2020 14:20:26	Clifford	Anderson	CCSU
728	7/20/2020 14:21:58	Angela	Duhaime	ECSU
729	7/20/2020 14:24:12	Susan	Westrick	SCSU
730	7/20/2020 14:27:20	Dr. Aldorigo	Scopino, Jr.	CCSU
731	7/20/2020 14:28:44	Syed	Abbas	CCSU
732	7/20/2020 14:28:55	M	Brownell	SCSU
733	7/20/2020 14:31:12	Thomas	Miller	WCSU
734	7/20/2020 14:35	Damien	Mason	SCSU
735	7/20/2020 14:35:31	Rainer	Kroll	WCSU
736	7/20/2020 14:43:03	Lori	Caswell	SCSU
737	7/20/2020 14:44:46	Kristin	Jacobi	ECSU
738	7/20/2020 14:45:17	Kevin	Synnott	ECSU
739	7/20/2020 14:58:01	Jeff	Slomba	SCSU
740	7/20/2020 15:06:19	Yeojin	Kim	CCSU
741	7/20/2020 15:08:36	Joanne	Cordon	ECSU
742	7/20/2020 15:09:57	Cigdem	Usekes	WCSU
743	7/20/2020 15:22:31	Matthew	Graham	ECSU
744	7/20/2020 15:25:16	Leeah	Joo	SCSU
745	7/20/2020 15:25:34	Kim	Marino	WCSU
746	7/20/2020 15:27:06	Heather	Cyr	ECSU
747	7/20/2020 15:30:39	Vanda	Marques	CCSU
748	7/20/2020 15:35:23	Patrick	Raycraft	CCSU
749	7/20/2020 15:37:16	Kimberly	Lacey	SCSU
750	7/20/2020 15:37:50	Noel	Casiano	CCSU
751	7/20/2020 15:38:57	Angela	Lauretano	CCSU
752	7/20/2020 15:42:00	Mary Ann	Zabik	CCSU
753	7/20/2020 15:49:04	Michael	Shavel	CCSU
754	7/20/2020 15:53:26	Douglas	Rode	CCSU

755	7/20/2020 16:18:40	Thomas	Madden	CCSU
756	7/20/2020 16:37:35	Michael	Morawski	CCSU
757	7/20/2020 16:41:39	Robert	Gregory	SCSU
758	7/20/2020 16:41:44	Amy	Prescher	ECSU
759	7/20/2020 16:43:22	Tamara	Rissman	SCSU
760	7/20/2020 16:49:17	Deborah	Spillman	CCSU
761	7/20/2020 16:50:11	Steven	Horowitz	CCSU
762	7/20/2020 16:59:38	Christian	Yankov	ECSU
763	7/20/2020 16:59:45	Stephen	Hard	CCSU
764	7/20/2020 16:59:48	Guy	Rotondo	WCSU
765	7/20/2020 17:04:39	Joseph	Mason	SCSU
766	7/20/2020 17:14:00	Daniel	Richmond	WCSU
767	7/20/2020 17:19:23	Lazar	Pevac	CCSU
768	7/20/2020 17:21:06	Allison	Weinsteiger	CCSU
769	7/20/2020 17:21:54	Robert	Kagan	CCSU
770	7/20/2020 17:46:39	Patricia	O'Neill	WCSU
771	7/20/2020 17:46:45	Jin Sun	Ahn	WCSU
772	7/20/2020 17:53:28	John	Roche	WCSU
773	7/20/2020 17:58:00	Jody	Piro	WCSU
774	7/20/2020 17:58:40	K	Roe	WCSU
775	7/20/2020 17:59:22	Kevin	Jones	WCSU
776	7/20/2020 18:00:43	Melissa	Talhelm	SCSU
777	7/20/2020 18:07:32	Riley	Brewster	WCSU
778	7/20/2020 18:09:41	David	Pettigrew	SCSU
779	7/20/2020 18:16:09	Michael	Chappell	WCSU
780	7/20/2020 18:20:01	Kathleen	Jordan	WCSU
781	7/20/2020 18:53:47	Jay	Brower	WCSU
782	7/20/2020 18:59:50	Judy	Hodgson	CCSU
783	7/20/2020 19:07:50	Alex	Girard	SCSU
784	7/20/2020 19:08:06	Stephanie	Troiano	SCSU
785	7/20/2020 19:38:29	Terrence	Dwyer	WCSU
786	7/20/2020 19:42:27	Daniel	Baluha	WCSU
787	7/20/2020 20:04:55	Theresa	Canada	WCSU
788	7/20/2020 20:17:00	CK	Wong	CCSU
789	7/20/2020 20:28:53	Younhee	Lee	SCSU
790	7/20/2020 21:34:05	Richard	Goodman	WCSU
791	7/20/2020 21:44:34	patricia	nogelo	SCSU
792	7/20/2020 22:03:57	Mita	Saksena	WCSU
793	7/20/2020 22:14:31	Xiaomei	Gong	WCSU
794	7/20/2020 22:16:57	Christine	Doyle	CCSU
795	7/20/2020 22:25:26	Hasan	Arslan	WCSU
796	7/20/2020 22:36	Shirley	Rojas	CCSU
797	7/20/2020 23:03:09	Laura	Mead	WCSU
798	7/21/2020 0:24:46	Ruxandra	Mandoiu	CCSU
799	7/21/2020 1:52:32	Mark	Allen	WCSU
800	7/21/2020 4:20:26	Tom	Schmiedel	WCSU

801	7/21/2020 6:39:11	Neal	Parks	ECSU
802	7/21/2020 6:43:38	Stephen	Lamb	ECSU
803	7/21/2020 7:01:04	Mike	Lago	WCSU
804	7/21/2020 7:11:10	Angela	Morales	CCSU
805	7/21/2020 7:37:55	Carmela	Pesca	CCSU
806	7/21/2020 7:43	Rosemarie	Conforti	SCSU
807	7/21/2020 8:07:37	Alice	Emery	CCSU
808	7/21/2020 8:16:17	Melissa	Mentzer	CCSU
809	7/21/2020 8:35:46	Lisa	Siedlarz	WCSU
810	7/21/2020 8:42:42	William	Farley	SCSU
811	7/21/2020 9:11:53	Sarah	Lawson	CCSU
812	7/21/2020 9:14:43	Howard	Luxenberg	ECSU
813	7/21/2020 9:21:04	Joan	Walden	CCSU
814	7/21/2020 9:22:39	Lori	Robeau	WCSU
815	7/21/2020 9:37	Divya	Sharma	WCSU
816	7/21/2020 9:37	Melvyna	Drucker	CCSU
817	7/21/2020 9:44	Dominic	Leppla	SCSU
818	7/21/2020 10:00	Russell	Hirshfield	WCSU
819	7/21/2020 10:28	eric	williamson	ECSU
820	7/21/2020 10:52	Wesley	Broulik	CCSU
821	7/21/2020 10:57	Barbara	Piscopo	WCSU
822	7/21/2020 11:03	Karen	Ritzenhoff	CCSU
823	7/21/2020 11:03	Mary	Moriarty	CCSU
824	7/21/2020 11:13	Paul M	Simon	WCSU
825	7/21/2020 11:24	Bethany	Morrison	WCSU
826	7/21/2020 11:27	Xiaowen	Jiang	WCSU
827	7/21/2020 11:36	Dr Adeniyi	Ogundiran	CCSU
828	7/21/2020 11:53	Keith	Hughes	CCSU
829	7/21/2020 12:24	WILLIAM	DE FEO	WCSU
830	7/21/2020 12:24	Maureen	McDonnell	ECSU
831	7/21/2020 12:32	LAURA	MINOR	CCSU
832	7/21/2020 12:38	James	Arena	CCSU
833	7/21/2020 12:40	Marilyn	Kain	WCSU
834	7/21/2020 12:42	Louis	Romao	CCSU
835	7/21/2020 13:09	Ted	Schwartz	WCSU
836	7/21/2020 13:41	Blaire	Hensley-Marschand	SCSU
837	7/21/2020 13:50	Catherine	Carlson	ECSU
838	7/21/2020 13:51	Allison	Elia	ECSU
839	7/21/2020 14:14	Jeanne	Van Schaack	CCSU
840	7/21/2020 14:39	Tara	Kuther	WCSU
841	7/21/2020 15:02	Noelle	Michaud Meek	ECSU
842	7/21/2020 15:02	Reinaldo	Rojas	CCSU
843	7/21/2020 15:02	Eugena	Givens	CCSU
844	7/21/2020 15:07	Timothy	Scott	CCSU
845	7/21/2020 15:34	wafeek	abdelsayed	SCSU
846	7/21/2020 15:54	David	Levine	SCSU

847	7/21/2020 16:13	Diana	Cohen	CCSU
848	7/21/2020 16:15	Liz	Kalbfleisch	SCSU
849	7/21/2020 16:33	Carlos	Rodriguez	CCSU
850	7/21/2020 16:36	Waynette	Arnum	Capital Community College
851	7/21/2020 16:37	CATHERINE	BASHAW	CCSU
852	7/21/2020 16:41	David	Naumec	ECSU
853	7/21/2020 16:42	Marcus	Lawson	Capital Community College
854	7/21/2020 16:50	Lisa	Celona	Tunxis Community College
855	7/21/2020 16:51	Elaine	Lickteig	SCSU
856	7/21/2020 16:55	Teresa	Russo	Gateway Community College
857	7/21/2020 17:01	Thalia	Moshoyannis	CCSU
858	7/21/2020 17:16	Jennifer	Knaus	CCSU
859	7/21/2020 17:22	Dana	Sonnenschein	SCSU
860	7/21/2020 17:26	Linda	Forbes	WCSU
861	7/21/2020 17:38	betty	riedinger	MxCC
862	7/21/2020 18:18	John	McNamara	Capital Community College
863	7/21/2020 18:19	LYNN	PATARINI	CCSU
864	7/21/2020 18:59	Yunliang	Meng	CCSU
865	7/21/2020 19:40	Meg	Levvis	CCSU
866	7/21/2020 19:59	Aubrey	Moncrieffe	Housatonic Community College
867	7/21/2020 20:00	Alex	Citurs	ECSU
868	7/21/2020 20:05	Jerold	Duquette	CCSU
869	7/21/2020 20:06	Christine	Hegel-Cantarella	WCSU
870	7/21/2020 20:20	Craig	Frederick	CCSU
871	7/21/2020 21:11	Tamara	Holland	CCSU
872	7/21/2020 21:18	Doncho	Petkov	ECSU
873	7/21/2020 21:53	Deana	Paqua	WCSU
874	7/21/2020 22:01	Rachel	Tirnady	CCSU
875	7/21/2020 22:24	Trenton	Wright	MxCC
876	7/22/2020 0:55	MInjae	Lee	SCSU
877	7/22/2020 2:24	Aja	Shabana	Tunxis
878	7/22/2020 3:48	Salina	Mebarkia	Tunxis
879	7/22/2020 4:17	Stacey	Palumbo	Tunxis Community College
880	7/22/2020 5:18	Carianne	Garside	Tunxis
881	7/22/2020 6:03	Lee	Bradley	Tunxis Community College
882	7/22/2020 6:09	Kurt	Lindboom-Broberg	CCSU
883	7/22/2020 6:16	Garth	Pelton	Tunxis
884	7/22/2020 6:40	Robert	Lavin	Tunxis
885	7/22/2020 6:53	Cheryl	Conaty	Tunxis Community College
886	7/22/2020 7:21	Steven J	Simmon	CCSU
887	7/22/2020 7:29	Donald	Poland	CCSU
888	7/22/2020 7:32	Katherine	Reddick	SCSU
889	7/22/2020 7:34	Thomas	Barlowski	TCC
890	7/22/2020 7:56	Susan	Strauss	TXCC
891	7/22/2020 7:58	Margaret	Carlin	Tunxis Community College
892	7/22/2020 8:01	Lisa	Macbride	TXCC

893	7/22/2020 8:08	Heather	Prescott	CCSU
894	7/22/2020 8:13	Karen	Casale	Tunxis Community College
895	7/22/2020 8:14	Linda	Magee	ECSU
896	7/22/2020 8:19	Jim	Kyle	CCSU
897	7/22/2020 8:32	Juan	Coronado	CCSU
898	7/22/2020 8:36	Sara	Cruz	Tunxis Community College
899	7/22/2020 8:39	Rashita	Parker	Three Rivers Community College
900	7/22/2020 8:41	Glenn	Sunshine	CCSU
901	7/22/2020 8:47	Cameron	Brewer	CCSU
902	7/22/2020 8:48	Maureen	Chalmers	Northwestern CT Community Colle
903	7/22/2020 8:50	Jonathon	Awtrey	CCSU
904	7/22/2020 8:54	Mahendra	Shah	Tunxis Community college
905	7/22/2020 8:56	William	Mann	CCSU
906	7/22/2020 9:06	Susan	Gentry	Tunxis Community College
907	7/22/2020 9:18	Elizabeth	Keifer	Tunxis
908	7/22/2020 9:38	Mike	Zych	Tunxis CC
909	7/22/2020 9:41	Ewa	Wolynska	CCSU
910	7/22/2020 9:43	Judith	Reilly-Roberts	Tunxis Community College
911	7/22/2020 9:45	Lisa	Christiansen	Tunxis CC
912	7/22/2020 9:50	Rebecca	Sullivab	Tunxis Community College
913	7/22/2020 9:53	Jillian	Maynard	CCSU
914	7/22/2020 9:55	Theodore	Efremoff	CCSU
915	7/22/2020 10:04	Mohamed	Mountassir	TXCC
916	7/22/2020 10:13	Sally	Coan	Tunxis Community College
917	7/22/2020 10:13	Claudia	Bosch	SCSU
918	7/22/2020 10:29	Jessica	Somers	CCSU
919	7/22/2020 10:29	John	Schissler	Tunxis Community College
920	7/22/2020 10:31	Dana	Hanford	CCSU
921	7/22/2020 10:34	Jay	Bergman	CCSU
922	7/22/2020 10:38	Jessica	Waterhouse	Tunxis Community College
923	7/22/2020 10:39	Susan	Lounsbury	Tunxis Community College
924	7/22/2020 10:41	Michael	Voight	CCSU
925	7/22/2020 10:47	Jaye	Viola	Gateway CC
926	7/22/2020 10:49	Haji Naik	Dharavath	CCSU
927	7/22/2020 10:55	Carol	Paskiewicz	
928	7/22/2020 11:01	Adam	Woolford	Tunxis
929	7/22/2020 11:06	Vickiann	Adams	WCSU
930	7/22/2020 11:10	Lori-Ann	Fuller	Tunxis Community College
931	7/22/2020 11:11	Linda	Stango	Naugatuck Valley Community Colle
932	7/22/2020 11:12	Raymond Chip	Tafrate	CCSU
933	7/22/2020 11:15	Nicholas	Edgington	SCSU
934	7/22/2020 11:17	K. Niki	Kunene	ECSU
935	7/22/2020 11:29	Kimberly	Farrington	CCSU
936	7/22/2020 11:29	Ira	Mozille	TXCC
937	7/22/2020 11:34	Steven	Bernstein	CCSU
938	7/22/2020 11:40	Michael	Nicastro	CCSU

939	7/22/2020 11:41	John	Kriscenski	Tunxis Community College
940	7/22/2020 11:43	Rosalie	Pion	CCSU
941	7/22/2020 11:46	Peter	Kootsookos	CCSU
942	7/22/2020 11:51	Rachael	Tarbell	SCSU
943	7/22/2020 11:52	Brian	Matzke	CCSU
944	7/22/2020 11:56	Linda	Yamamoto	CCSU
945	7/22/2020 11:58	Joy	Hansen	CCSU
946	7/22/2020 12:31	Mia	Lenois	TXCC
947	7/22/2020 12:33	Uchenna	Nwachuku	SCSU
948	7/22/2020 12:37	Marsha	Bednarski	CCSU
949	7/22/2020 12:38	Robert	Hadley	CCSU
950	7/22/2020 12:39	Jeff	Siegel	WCSU
951	7/22/2020 12:49	Kristin	Fairbank	ECSU
952	7/22/2020 12:54	Theresa	Brennan	TXCC
953	7/22/2020 13:24	Gloria	Emeagwali	CCSU
954	7/22/2020 13:29	Steven	Burian	SCSU
955	7/22/2020 13:30	Ken	McGill	SCSU
956	7/22/2020 13:53	Eric	Dlugolenski	CCSU
957	7/22/2020 14:06	Samuel	Kapros	Tunxis Community College
958	7/22/2020 14:15	Brian	Osoba	CCSU
959	7/22/2020 14:19	Anuli	Njoku	SCSU
960	7/22/2020 14:39	Steve	Etsinghaus	Tunxis Community College
961	7/22/2020 14:49	William	Caliendo	SCSU
962	7/22/2020 14:57	Robert	Schwartz	CCSU
963	7/22/2020 15:05	Paul	Campano Jr	SCSU
964	7/22/2020 15:23	Michele	Maltz-Matyschsyk	SCSU
965	7/22/2020 16:38	Jeanette	Gumbulevich	CCSU
966	7/22/2020 16:47	Neil	English	Tunxis Community College
967	7/22/2020 16:59	Christopher	Wisniewski	SCSU
968	7/22/2020 17:29	Ann	Volpe	Tunxis
969	7/22/2020 17:33	Yuxin	Huang	CCSU
970	7/22/2020 17:56	Constance	Kapral	CCSU
971	7/22/2020 18:45	Anthony	Smith	CCSU
972	7/22/2020 18:46	Erin	Nolan	WCSU
973	7/22/2020 19:17	Kalu	Ogbaa	SCSU
974	7/22/2020 19:47	Andrew	Blum	CCSU
975	7/22/2020 20:03	Nusser	Raajpoot	CCSU
976	7/22/2020 22:28	Cara	Mulcahy	CCSU
977	7/22/2020 22:49	Roger	Bilisoly	CCSU
978	7/23/2020 4:00	Rebecca	Putt	CCSU
979	7/23/2020 4:34	Sal	Trapani	WCSU
980	7/23/2020 7:35	Michael	Bartone	CCSU
981	7/23/2020 8:18	Paul	Resetarits	CCSU
982	7/23/2020 8:42	Christopher	Jackson	CCSU
983	7/23/2020 8:42	Henry	Greene	CCSU
984	7/23/2020 8:58	Karen	Santoro	CCSU

985	7/23/2020 8:58	David	Harackiewicz	CCSU
986	7/23/2020 9:01	Maha	Darawsha	CCSU
987	7/23/2020 9:01	Luz	Amaya	CCSU
988	7/23/2020 9:03	Peg	Donohue	CCSU
989	7/23/2020 9:05	Rati	Kumar	CCSU
990	7/23/2020 9:07	Jeffrey	Mcgowan	CCSU
991	7/23/2020 9:08	Asheka	Rahman	CCSU
992	7/23/2020 9:08	Thomas	Tiezzi	CCSU
993	7/23/2020 9:09	Joanne	DiPlacido	CCSU
994	7/23/2020 9:10	Haoyu	Wang	CCSU
995	7/23/2020 9:11	Nidal	Al-Masoud	CCSU
996	7/23/2020 9:14	Eran	Makover	CCSU
997	7/23/2020 9:18	JACQUELINE	NEIGHBOURS	CCSU
998	7/23/2020 9:20	Anthony	Martin	CCSU
999	7/23/2020 9:22	Michael	Darcy	CCSU
1000	7/23/2020 9:23	Luis	Recoder-Nunez	CCSU
1001	7/23/2020 9:30	Catherine	Fellows	CCSU
1002	7/23/2020 9:34	Thomas	Mione	CCSU
1003	7/23/2020 9:35	Elisabeta	Pana	CCSU
1004	7/23/2020 9:47	Sadie	Marjani	CCSU
1005	7/23/2020 9:49	Abigail E	Adams	CCSU
1006	7/23/2020 9:57	Jotham	Burrello	CCSU
1007	7/23/2020 9:57	Harold	Vedeler	CCSU
1008	7/23/2020 10:03	Olusegun	Odesina	CCSU
1009	7/23/2020 10:04	Xiaoping	Shen	CCSU
1010	7/23/2020 10:06	Sinead	Ruane	CCSU
1011	7/23/2020 10:06	Anurag	Rimzhim	CCSU
1012	7/23/2020 10:15	Maya	Aloni	WCSU
1013	7/23/2020 10:15	Susan	Gentry	CCSU
1014	7/23/2020 10:34	Stavros	Christofi	WCSU
1015	7/23/2020 10:39	Barbara	Nicholson	CCSU
1016	7/23/2020 11:02	John	Hickok	WCSU
1017	7/23/2020 11:04	Ralph	Cohen	CCSU
1018	7/23/2020 11:15	Yinka	Oyewumi	CCSU
1019	7/23/2020 11:51	Michael	Shoushani	WCSU
1020	7/23/2020 12:15	Charles	Rosecrans	Tunxis Community College
1021	7/23/2020 12:19	Shane	Murphy	WCSU
1022	7/23/2020 12:28	Leanne	Zalewski	CCSU
1023	7/23/2020 13:22	Haji Naik	Dharavath	CCSU
1024	7/23/2020 13:54	Gerry	Lesley	SCSU
1025	7/23/2020 13:56	Mark	Cameron	SCSU
1026	7/23/2020 13:57	Mary	Acri	SCSU
1027	7/23/2020 13:57	antoinette	Towle	SCSU
1028	7/23/2020 13:57	Kari	Sassu	SCSU
1029	7/23/2020 14:00	John	Nwangwu	SCSU
1030	7/23/2020 14:04	Derlene	Ortiz	SCSU

1031	7/23/2020 14:05	Sarah	Greco	SCSU
1032	7/23/2020 14:06	Anamaria	Bolanos	SCSU
1033	7/23/2020 14:07	Julie	Liefeld	SCSU
1034	7/23/2020 14:08	Michael	Skinner	SCSU
1035	7/23/2020 14:10	Maddalena	Lolaico	SCSU
1036	7/23/2020 14:12	Sean	Brierley	SCSU
1037	7/23/2020 14:12	Elizabeth	Patella	SCSU
1038	7/23/2020 14:14	Chloe	Sloat	SCSU
1039	7/23/2020 14:16	Candy	Hwang	SCSU
1040	7/23/2020 14:20	Moussa	Ly	SCSU
1041	7/23/2020 14:21	Martin	Laskin	SCSU
1042	7/23/2020 14:31	Mark	Kuss	SCSU
1043	7/23/2020 14:33	Moussa	Ly	SCSU
1044	7/23/2020 14:34	Dr. Travis	Marn	SCSU
1045	7/23/2020 14:34	Hak Joon	Kim	SCSU
1046	7/23/2020 14:38	Joan L.	Black	SCSU
1047	7/23/2020 14:39	Gurbakhshash	Singh	CCSU
1048	7/23/2020 14:46	Joanne	Jennings	SCSU
1049	7/23/2020 14:48	Leon	Brin	SCSU
1050	7/23/2020 14:54	Bonnie	Farley-Lucas	SCSU
1051	7/23/2020 14:54	Betsy	Dobbs-McAuliffe	CCSU
1052	7/23/2020 14:55	David	Petroski	SCSU
1053	7/23/2020 14:59	Jacqueline	Toce	SCSU
1054	7/23/2020 15:10	Binlin	Wu	SCSU
1055	7/23/2020 15:13	Tiffany	Johnson	SCSU
1056	7/23/2020 15:25	Kelli	O'Connor	CCSU
1057	7/23/2020 15:26	Angela	Lopez-Velasquez	SCSU
1058	7/23/2020 15:31	Louise	Shaw	SCSU
1059	7/23/2020 15:38	Donald	Perrault Jr.	CCSU
1060	7/23/2020 15:50	Kathryn	D'Antonio	ECSU
1061	7/23/2020 16:09	Gisela	Sulkowski	SCSU
1062	7/23/2020 16:31	William	Fothergill	CCSU
1063	7/23/2020 16:51	Leslie	Balch	SCSU
1064	7/23/2020 17:00	Alison	Wall	SCSU
1065	7/23/2020 17:00	Georges	Haddad	CCSU
1066	7/23/2020 17:01	Vera	Roberts	CCSU
1067	7/23/2020 17:19	Sebastian	Perumbilly	SCSU
1068	7/23/2020 17:21	Frederick	Raudat	SCSU
1069	7/23/2020 17:25	Jung Hoon	Kim	SCSU
1070	7/23/2020 17:26	Marcello	Graziano	SCSU
1071	7/23/2020 18:25	Seungmin	Han	SCSU
1072	7/23/2020 18:29	Martin	Connors	CCSU
1073	7/23/2020 18:59	Charlie	Yang	SCSU
1074	7/23/2020 20:07	Joyce	Voisine	Tunxis Community College
1075	7/23/2020 20:10	Carol	Stewart	SCSU
1076	7/23/2020 20:11	Cheri	Smith	SCSU

1077	7/23/2020 20:46	Steve	Etsinghaus	Tunxis Community College
1078	7/23/2020 21:35	Marc	Horowitz	SCSU
1079	7/23/2020 23:37	Colena	Sesanker	Gateway CC
1080	7/23/2020 23:49	Nichole	Gleisner	SCSU
1081	7/24/2020 0:58	Lisa	Lancor	SCSU
1082	7/24/2020 7:43	Sousan	Arafeh	SCSU
1083	7/24/2020 8:10	Diane	Tomasko	SCSU
1084	7/24/2020 8:20	Sarah	Strong	CCSU
1085	7/24/2020 8:29	Kathleen	Rondinone	CCSU
1086	7/24/2020 9:22	David	Burks	
1087	7/24/2020 9:41	Michaela	Papa	SCSU
1088	7/24/2020 9:54	Carlotta	Parr	CCSU
1089	7/24/2020 9:58	Melissa	Pikul	SCSU
1090	7/24/2020 10:15	Winnifred	Morgan	SCSU
1091	7/24/2020 11:22	Michele	Bacholle	ECSU
1092	7/24/2020 12:01	Patricia	Weise	CCSU
1093	7/24/2020 12:44	Nick	Parsons	ECSU
1094	7/24/2020 13:23	Angela	Gulielmetti	CCSU
1095	7/24/2020 14:02	Fatma	Pakdil	ECSU
1096	7/24/2020 15:18	Dustin	Rader	CCSU
1097	7/24/2020 16:06	Michael	Brelsford	SCSU
1098	7/24/2020 16:32	Julie	Schnobrich-Davis	CCSU
1099	7/24/2020 17:52	Reinaldo	Rojas	CCSU
1100	7/24/2020 18:18	Michael	Brelsford	SCSU
1101	7/25/2020 2:12	Ethan	Mable	WCSU
1102	7/25/2020 9:50	Kristen	Palmer	CCSU
1103	7/25/2020 10:01	Niti	Pandey	ECSU
1104	7/25/2020 10:05	Nicole	Barbieri	SCSU
1105	7/25/2020 15:39	Robert	Whittemore	WCSU
1106	7/25/2020 20:35	catina	caban-owen	ECSU
1107	7/26/2020 12:57	Geoff	Elterich	CCSU
1108	7/26/2020 13:48	Matthew	Graham	ECSU
1109	7/26/2020 13:57	Barbara	Murdoch	ECSU
1110	7/26/2020 14:07	Scott	Loescher	ECSU
1111	7/26/2020 16:03	Vijaykumar	Veerappan	ECSU
1112	7/26/2020 16:04	Alice	Wieland	SCSU
1113	7/26/2020 16:32	Sara	Strecker	ECSU
1114	7/26/2020 18:35	Lynn	Van Deusen	SCSU
1115	7/27/2020 7:21	Wesley	Winterbottom	Gateway Community College
1116	7/27/2020 8:08	Stephen	Fries	Gateway Community College
1117	7/27/2020 9:15	Laurie	Bonjo	SCSU
1118	7/27/2020 9:16	Elizabeth	Keefe	Gateway Community College
1119	7/27/2020 11:37	Eric	Maroney	Gateway Community College
1120	7/27/2020 11:46	Susan	Chenard	GCC
1121	7/27/2020 12:21	Thaddeus Michael	Spencer	ECSU
1122	7/27/2020 12:57	Stephen	Fries	Gateway Community College

1123	7/27/2020 13:11	Paula	Podlaski	Norwalk Community College
1124	7/27/2020 17:19	Jonathan	Irving	SCSU
1125	7/27/2020 17:21	Thomas	Peters	University of Connecticut, Storrs
1126	7/27/2020 19:15	Matthew	Jacobs	ECSU
1127	7/27/2020 21:55	Bridget	Mullally	Gateway Community College
1128	7/27/2020 23:02	Stacey	Palumbo	Tunxis Community College

Higher Education Reopening Advisory Committee

Created to understand the unique challenges to reopening the state's public and private colleges and universities in the fall as part of the Governor's overall plan for reopening the state.

The Advisory Committee's report was released on May 8th and was one of the first reports of its kind in the country.

A framework for reopening, based on public health guidance, requires each school to submit a plan three weeks before students arrive on campus for the fall semester.

Additionally schools have submitted plans for reopening of specific programs and activities this summer, particularly labs at our universities and workforce related programs at our colleges under guidance from the state.

CSCU

Planning Process at CSCU

Steering Committees
The University Presidents and the Community College Regional Presidents led statewide Steering Committees to review initial campus plans, look for opportunities to replicate strategies, identify human resource, fiscal, facilities or other challenges and prepare plans per the Governor's Taskforce.

Leadership from All Areas
The Steering Committees were comprised of campus leadership in the key areas of focus such as provosts and deans, facilities and IT directors, and student services leaders as well as system office personnel. In addition, each Steering Committee had a statewide leader from one of our bargaining units.

Preparing Plans
Each campus conducted initial planning in early May as well as participating in system planning processes. Each campus leader is finalizing plans that combine their local thinking with information from the system steering committees and the reopening framework.

CSCU

Academic Recommendations

- Acknowledge that some student populations need an on-ground experience to ensure their success, including first year students, students academically at risk, and students in high-risk courses.

- All CSCU campuses offer some on-ground courses this fall; suggest a range of course modalities this fall including on-ground/in person courses, particularly in workforce related programs and those with lab sciences, online courses, hybrid courses and HyFlex courses.

- Invest in faculty and staff training to ensure employees are comfortable with technology and tools and that students have a high-quality educational experience.

- Begin in-person classes on August 24, finish the semester online, including exams, after Thanksgiving break at the universities. Community colleges intend to hold courses the entire semester in-person.

CSCU

Enrollment Management Recommendations

- Develop strong message about intentions to be on campus for fall 2020
- Substitute face to face interactions with electronic solutions to better serve students
- Implement innovative and flexible enrollment management processes
- Substitute virtual recruitment technologies to respond to market demands
- Provide responsive financial aid to meet the changes in the financial situation due to COVID-19

Technology Recommendations

- Establish policies/procedures to ensure technology that is secure, protects privacy, accessible and creates consistent experience for students, faculty and staff.

- Train faculty to deliver high-quality online education, train staff on digital tools to more effectively work remotely and train students to use the required technology and support services to succeed in HyFlex/online environment.

- Provide applications to create virtual experiences to replace physically dependent content (lab sciences, art, music, etc.) and high end computing facilities.

- Provide robust virtual support services to students (Library Services, Tutoring, Advisement, etc.).

- Implement an aggressive digital transformation process to replace paper processes.

- Increase multi-channel communication and engage students through on-ground and virtual programs.

- Upgrade/implement classrooms and event spaces to include technology for remote delivery where needed.

CSCU

Operations/Logistics Recommendations

- Reduce occupancy in our residence halls
- Reimagine dining services per public health guidance
- Reduce classroom density and invest in plexiglass barriers and office equipment to accommodate social distancing
- Invest in PPE and disinfecting supplies to keep our buildings clean and our employees and students safe
- Secure testing provider partner

CSCU

Student Support Recommendations

- Invest in technology for virtual support services for students.
- Consider the experiences of students with disabilities and those who need face-to-face supports such as tutoring and advising to be successful.
- Determine the best ways to reopen our food pantries and provide mental health supports.
- Ensure student engagement on the campuses, both in-person and virtually.

CSCU

Repopulation

Section focuses on—

- How classrooms, residence halls, congregate spaces and dining halls are organized to support physical distancing

- Rules related to wearing of PPE and plans for making PPE available to faculty, staff and students

- Overview of campus disinfection plans including cleaning protocols and availability of hand sanitizer throughout the campuses to limit the spread of the virus

- Limitations on travel and access to campus for non-school personnel and students

CSCU

Monitoring Health

Section focuses on:

- **Testing of students in residential institutions**
- Incoming residential students must have a RT-PCR COVID-19 test within 14 days of arrival on campus.
- **Ongoing testing of students**
- 5% to 10% of residential students and residence hall directors will be tested weekly. This will include random sampling of the population and targeted testing.
- Any student with symptoms will be evaluated and tested as soon as possible.
- Contacts of students who test positive will be identified and tested.
- **No testing is recommended for faculty or staff at the universities other than residence hall directors.**
- **No testing is recommended for faculty, staff or students at the community colleges.**

CSCU

Containment

Section focuses on:

- **Plan to isolate students who have tested positive and address their personal needs**
- **Plan to quarantine those students who are awaiting test results upon arrival to campus or those who have been exposed to someone who tested positive and to address their personal needs**
  - **Note: In total universities reserved 10% or more of their residential hall space for isolation and quarantine**
- **Contact tracing process in coordination with local departments of public health; universities will contact trace their residential students using trained tracers**
- **Coordination with regional hospitals and healthcare facilities to address student needs**

CSCU

Shutdown

Section focuses on:

- **Identification of factors contributing to need for campus shutdown if a serious outbreak occurs on campus**
  - **Note: Factors such as occupancy of isolation and quarantine residence hall rooms, faculty/staff illness or contact rates, rate of positivity in local community, etc. will be monitored by the campuses, system office, and department of public health and the Governor's office**
- **Plans for a structured shutdown if ordered by the state**
- **Plan for continuation of instruction if shutdown occurs**

CSCU

Greatest Challenges

At the university--containment of the virus among residential students, balancing public health guidance with student engagement, and contact tracing.

At the community college--ensuring students have access to technology, internet and remote and face-to-face services they need to succeed.

At the system level--outlining changes to work expectations for employees and addressing human resources matters related to need for in-person classes and student services including disability accommodations and family leave.

CSCU

Fiscal Challenges

The sudden shift to on-line instruction in March was costly to CSCU Institutions:

- Universities refunded $23.9 million to students because of early closure of residence halls, and the $13 million in Federal institutional aid for Universities was NOT ENOUGH to cover these losses

- Federal funding under the CARES Act Higher Education Emergency Relief Fund provided for $27.3 million in direct grants to students, and $27.3 million for institutional aid

- Universities have so far reported an additional $10.3 million in COVID-related expenses on top of refunds

- Community Colleges have already reported $3.2 million in COVID-related expenses

- Charter Oak not eligible because they are online, but they lost $450,000 in tuition because students had to withdraw to deal with COVID-related concerns

Student Refunds in Excess of Federal HEERF Funding

Legend: ■ Federal Funding   ■ Total Student Refunds
(Categories: COSC, CCSU, ECSU, SCSU, WCSU, Total)
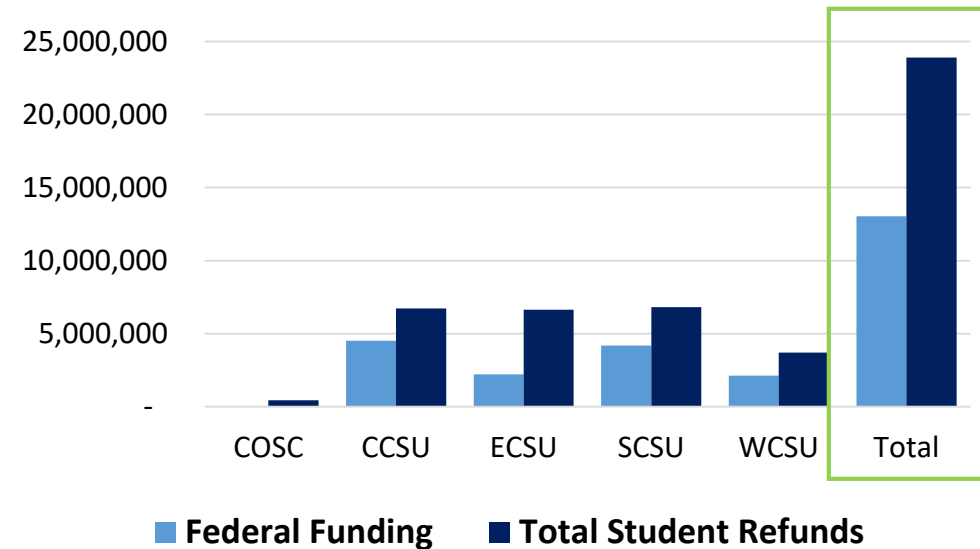
Fiscal Challenges

The state has already awarded CSCU $5.5 million from the Coronavirus Relief Fund:

CSCU COVID-19 Relief Fund Reimbursements from State as of 6/30/2020

Category	CCC's	CCSU	ECSU	SCSU	WCSU	COSC	Grand Total
Cleaning/Supplies/PPE	483,835	238,687	54,276	332,512	75,479	3,465	1,188,255
Computer Hardware	-	929,610	45,629	150,947	343	53,786	1,180,316
Facilities	-	771,445	134,866	152,051	152,134		1,210,495
Instruction	467	474,875	711,425	68,000	696,290	527	1,951,583
Total	**484,303**	**2,414,617**	**946,196**	**703,510**	**924,246**	**57,778**	**5,530,650**

Fiscal Challenges

CSCU Expenses Reported so far but NOT Yet Reimbursed

Category	CCC's	CCSU	ECSU	SCSU	WCSU	COSC	Grand Total
Cleaning/Supplies/PPE	492,797	337,966	405,574	917,305	110,234	2,369	2,266,244
Computer Hardware	1,996,198	648,179	201,045	427,990			3,273,412
Facilities	-	287,078		768,572	4,540		1,060,191
Instruction	132,185		3,030				135,215
Total	**2,621,180**	**1,273,223**	**609,648**	**2,113,867**	**114,774**	**2,369**	**6,735,061**

REOPEN Connecticut

CSCU

Fiscal Challenges

CSCU institutions are planning to use $48 million of reserves in FY 2021, but there are significant risks that revenue will be even lower than assumed:

	5% reduction in State Appropriation*	Housing and Meal Revenue at FY 20 Actual levels	Additional drop in enrollment: 5% on Tuition and Fees**	Additional drop in enrollment: 20% on Tuition and Fees**	Compare to projected Reserves as of 6/30/21***
CT State Universities	$ (12,594,760)	$ (16,167,661)	$ (16,851,215)	$ (67,404,860.99)	105,516,147
CT Community Colleges	$ (14,879,232)	na	$ (8,885,203)	$ (35,540,813.40)	17,144,218
CSCU Total	**$ (27,473,992)**	**$ (16,167,661)**	**$ (25,736,419)**	**$ (102,945,674)**	**$ 122,660,365**

* assumes Fringe rate of 70%; includes CC Fringe Support

** compared to proposed FY 21 levels

*** totals include system office reserves (CSU SO: $22.4m; CCC SO: $11.3m)

Information on COVID Response

Steering Committee Reports

Steering Committee reports along with all of the ReOpen CT higher education reports and updates can be found on our website www.ct.edu/covid19.

Weekly Updates

In addition, President Ojakian issues weekly updates to CSCU community which are also available on the website.

CSCU

Questions?

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Program Discontinuation

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the immediate discontinuation of a program in Computer Maintenance Technology (CIP Code: 11.0201 / OHE # 008207) leading to a C2 Certificate at Manchester Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM
Discontinuation of a program in Computer Maintenance Technology leading to a C2 Certificate at Manchester Community College.

BACKGROUND
The Computer Network Maintenance Technology Certificate had declining enrollment, with the last enrollment of three (3) students in Spring Semester 2016. The certificate was a redundant subset of the Computer Network Technology certificate. The Engineering Technology and Computer Science Department noted a declining employer emphasis on hardware maintenance. The program termination went through the local curriculum process in May 2016. At the time, the change was not submitted to the Academic Council (or similar body) and the reasons are unknown.

There is no plan for a phase out/teach out strategy as there are no students enrolled in the program.

RECOMMENDATION
It is the recommendation of the System's Provost and Senior Vice President for Academic and Student Affairs that the Board of Regents approve the discontinuation of this C2 Certficate.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Program Discontinuation

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the immediate discontinuation of a program in Criminal Justice-Homeland Security (CIP Code: 43.0107 / OHE # 016476) leading to a C2 Certificate at Manchester Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM
Discontinuation of a program concentration in Criminal Justice-Homeland Security leading to a C2 Certificate at Manchester Community College.

BACKGROUND
The Criminal Justice – Homeland Security Certificate had declining enrollment prior to Fall Semester 2015. There were ten completers between AY 2013-14 and 2017-18. Three of the required courses (CJS 106: Introduction to Homeland Security; CJS 160: Introduction to Emergency Management; and CJS 133: Police Response to Tactical/Hostage Situations) have not been offered in several consecutive semesters and/or have been cancelled due to low enrollment (demonstrating a declining student interest). The program termination went through the local curriculum process in February 2019. At the time, the change was not submitted to the Academic Council. The application for discontinuation is submitted to retroactively communicate the change

There is no plan for a phase out/teach out strategy as there are no students enrolled as first majors in the program.

RECOMMENDATION
It is the recommendation of the System's Provost and Senior Vice President for Academic and Student Affairs that the Board of Regents approve the discontinuation of this C2 Certificate.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Program Accreditation

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education grant continued accreditation of a program in Registered Medical Assistant (CIP Code: 51.0801 OHE # 18544) leading to an Associate of Science at Asnuntuck Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM
Continued Accreditation of a program in Registered Medical Assistant leading to an Associate of
Science at Asnuntuck Community College.

BACKGROUND
Per the BOR's Academic Programming Approval policy, programs previously licensed and accredited
by the Board must submit an Application for Continued Accreditation during its seventh semester if
the institution elects to recommend its continuation.

PERFORMANCE INDICATORS

Student Enrollment
Projected full-time equivalent (FTE) enrollment for program's Year 3: 5
Actual full-time equivalent (FTE) enrollment for program's 7th Semester: 26.47
Difference: 21.47

Cost Effectiveness
Total Revenue generated by program during its Year 3: $306,898
Total Expenditures apportioned to program in its Year 3: $277,131
Difference: $29,767

Learning Outcomes
The Registered Medical Assistant Associates Degree program prepares students to sit for a voluntary
national certification exam sponsored by the American Medial Technologists (AMT). The AMT is a
nationally and internationally recognized certification agency for allied health professionals. Upon
passing the national exam, students are able to work in any state and perform all duties required of a
registered medical assistant under the direct supervision of a physician.

The learning outcomes proposed for the Registered Medical Assistant (RMA) AS program at
Asnuntuck Community College have been assessed successfully as stated. Most of the proposed
outcomes were assessed by written testing which reflected the scope of knowledge needed to move
through the program. The final course taken in the last semester of the program is MED*280: Medical
Assistant Externship. The students must qualify for externship by earning grades of C- or higher in all
of the required courses in the degree program.

The clinical based outcomes relating to direct patient care are assessed by written testing, clinical
testing, and clinical competency. The passing score for a written clinical test is 70% and 85% on a
clinical exam or a clinical competency. Clinical exams and clinical competencies are assessed by
rubric checklists. A critical thinking component has been added to the clinical based outcomes, which
enables the student to be assessed on responses to real life situations that they may encounter in
healthcare.

The outcome stating that the students will earn certification as an RMA by passing a national
certification exam administered by the American Medical Technologists upon program completion is
assessed by review of student pass rate. Data collected from the American Medical Technologists from
the Spring of 2018 to the Spring of 2019, indicates that 20 students from ACC having taken and passed
the exam resulting in a 100% pass rate. In 2017, the national pass rate stated by the American Medical

Technologists was 81% showing that Asnuntuck students pass rate surpassed the national average. Further review of these same 20 students reveals that 19 of the 20 students earning national certification secured employment as a medical assistant resulting in a 95% employment rate in this same time frame. In November 2019 local employers came to ACC to participate in job recruitment events and interviewed students for employment opportunities.

PROGRAM CHANGES

No curriculum changes have been made to the program's curriculum since it was approved by the BOR in 2017. One online course option (MED*170: Law & Ethics for Health Careers) has been added as an optional course format, although the course is also offered in the traditional on-ground format. The online course format provides students with an option related to whether they take the course in a traditional on-ground format or online format.

One temporary full-time instructor was hired due to the Allied Health Program Coordinator's 6-credit release that did not allow for full-time faculty coverage for teaching and advising students. The temporary full-time instructor was brought over to Academic Affairs from the Continuing Education division of Asnuntuck.

ADDITIONAL INFORMATION

The employment market projects an increase in demand for medical/clinical assistants in Connecticut over the next 7-years. Based on information from JobsEQ, as of the fourth quarter in 2019 the total employment for occupations linked to Medical/Clinical Assistant in Connecticut was 8,327. Over the past three years, linked occupations added 824 jobs in the region and are expected to need in aggregate approximately 7,156 newly trained workers over the next seven years.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents grant continued accreditation of this program. The System's Provost and Senior Vice President for Academic and Students Affairs concurs with this recommendation.

09/04/2020 – BOR Academic & Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Modification of a Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the modification of a degree program – Business Administration (CIP Code: 52.0101 / OHE# TBD), specifically the addition of online modality to traditional program delivery – leading to an Associate of Science at Manchester Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM
Modification of a degree program in Business Administration, specifically the addition of online modality to traditional program delivery, leading to an Associate of Science at Manchester Community College.

BACKGROUND
The current Business Administration Career, A.S. degree program has been available to students for well over 25 years. Over the past 10 years, MCC has awarded 180 degrees to students who have completed the program. MCC currently has 127 students enrolled in the program. The desire and need for online courses can be summarized by their growth. MCC began offering online courses in the business department in the Fall of 2000. Since then, online course offerings have exploded, with approximately 15 online business courses per semester, with a total of 20-25 sections.   All of the courses in the program are offered online in the Fall, 95% are offered in the Spring, 75% are offered in the Winter and 90% in the Summer.

According to Inside Higher Education (1), the proportion of all students who were enrolled exclusively online grew to 15.4 percent (up from 14.7 percent in 2016), or about one in six students. The share of all students who mixed online and in-person courses grew slightly faster, to 17.6 percent in 2017 from 16.4 percent in 2016.

This program addresses geographical disparities as well as students with disabilities that find it difficult to make it to campus.

No additional faculty or equipment are needed to offer the program as the courses are currently being offered. Marketing funds of approximately $5,000 are requested for online advertising and promotion of the program, with a maintenance amount of approximately $2,000 per year after the initial launch of the program. A course release is requested for a faculty member for the Fall and Spring semester (6 credits) to oversee the implementation of the program. After the first year, a 3-credit course release is needed to sustain the program. The release time would be used to:

- Advise students in the program and follow up on any problems/issues as they occur
- Host open houses and recruiting events
- Audit our services to ensure all services can be provided online, i.e. Registration, add/drop, financial aid to name a few
- Designate a contact person for the program
- Ensure necessary courses continue to be scheduled
- Establish transfer agreements with online institutions

RECOMMENDATION
Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve this program modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Modification of a Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the modification of a degree program – Health Information Management (CIP Code: 51.0713 / OHE# 17387), specifically modification of courses, course substitutions, change in program title to Health Information Technology, and change in CIP code to 51.0707 – leading to an Associate of Science at Middlesex Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM

Modification of a degree program in Health Information Management, specifically modification of courses, course substitutions, and change in program title, leading to an Associate of Science at Middlesex Community College.

BACKGROUND

The Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) requires that accredited programs meet the American Health Information Management Association (AHIMA) Council for Excellence in Education (CEE) 2018 Associate Degree Curriculum Competencies by Fall semester 2021. The Middlesex Community College Health Information Management A.S. degree program was accredited by CAHIIM in August 2019. The course outcomes and course description changes reflect the change in curriculum competency standards.

In the process of revising the curriculum, it was discovered that five HIM course numbers are utilized on other community college campuses and the course do not share at least 80% of their content with courses at Middlesex. This program change reflects creating new course numbers to address this issue. The program accrediting body (CAHIIM) requires that transfer credit for HIM program courses only be accepted from CAHIIM-accredited institutions and the unique course numbers will eliminate confusion regarding transfer credit.

The program name change from Health Information Management (HIM) to Health Information Technology – Data Management (Hit-DM) provides clarity on the nature of the program and consistency with naming conventions at other CAHIIM-accredited institutions for the associate degree level Health Information Management programs. The AHIMA CEE 2018 Associate Degree Curriculum Competencies require that MxCC designate a track for the program; the options were either Data Management (DM) or Revenue Management (RM). On the advice of the HIM Program Advisory Board, MxCC will follow the Data Management track.

CIP Code Change: CIP Code represents a Health Information technology program that leads to working as an HIM technician. MxCC's program is a Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) accredited program that leads to eligibility for the American Health Information Management Association (AHIMA) certification as a Registered Health Information Technician (RHIT). The 51.0707 designation accurately reflects the program's content and intent.

The final change is restructuring the program entry course with consideration of Guided Pathways. This course will not have prerequisites to enable all Health Information Management students to take a program course in the first semester. The course outcomes include the proposed First-year Experience competencies in additional to program-specific content.

The program addresses the need for credentialed health information professionals in Connecticut. This program is the only associate degree level program in Connecticut with CAHIIM

accreditation. Graduates are eligible for certification through the American Health Information Management Association (AHIMA) as Registered Health Information Technicians (RHIT). The RHIT prepares graduates for roles such as: Health Information Technician, Data Application or System Analyst, EHR Implementation Specialist or Implementation Support Analyst, Meaningful Use Specialist, Integration Analyst, Privacy Officer, and Health information Manager.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve this program modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Modification of a Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the modification of a degree program – Health Information Management/Onground (CIP Code: 51.0713 / OHE# 17695), specifically modification of courses, course substitutions, change in program title to Clinical Coding Certificate, and change in CIP code to 51.0713 – leading to a C2 Certificate at Middlesex Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM

Modification of a degree program in Health Information Management, specifically modification of courses, course substitutions, change in program title to Clinical Coding Certificate, and change in CIP code to 51.0713, leading to an Associate of Science at Middlesex Community College.

BACKGROUND

The Middlesex coding certificate program was approved by the American Health Information Management Association (AHIMA) Professional Certificate Approval Program (PCAP) in January 2018. The AHIMA PCAP program requires that approved programs meet the 2018 PCAP Coding Certificate Competencies by Fall semester 2021. The course outcomes and course descriptions reflect the change in curriculum competency standards.

In the process of revising the curriculum, it was discovered that HIM course numbers in this certificate are utilized on other community college campuses and the courses do not share at least 80% of their content with courses at Middlesex. This program change reflects creating new course numbers to address this issue.

This request includes changing the program name from Health Information Management Certificate to Clinical Coding Certificate. This more specific name will enable prospective students to more readily identify their program of interest.

CIP Code Change:
CIP Code 51.0713 represents a program that leads to working as a Coder. Our program is an American Health Information Management Association Professional Certificate Approval Program (AHIMA PCAP) approved coding certificate. The program leads to AHIMA coding certification as a Certified Coding Associate (CCA), Certified Coding Specialist (CCS) or Certified Coding Specialist Physician-Based (CCS-P). The 51.0713 designation accurately reflects the program content and intent.

The final change is restructuring the program entry course with consideration of Guided Pathways. This course will not have prerequisites to enable all Clinical Coding Certificate students to take a program course in the first semester. The course outcomes include the proposed First-year Experience competencies in additional to program-specific content.

The program addressed the need for credentialed health information professionals in Connecticut. This program is the only AHIMA PCAP approved coding certificate in New England. Graduates are eligible for certification through the American Health Information Management Association (AHIMA) as a Certificate Coding Specialist (CCS) and/or a

Certified Coding Specialist-Physician-based (CCS-P). The CCS (or CCS-P) credential leads to roles such as Coding Professional (Inpatient Coder), Coding Auditor, DRG Validator, HIM Revenue Cycle Analyst, Coding Educator, and Coding or Revenue Cycle Manager.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve this program modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Modification of a Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the modification of a degree program – Health Information Management (CIP Code: 51.0713 / OHE# TBD), specifically modification of courses, course substitutions, change in program title to Health Information Technology, change in CIP code to 51.0707, and addition of online modality to traditional program delivery – leading to an Associate of Science at Middlesex Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM
Modification of a degree program in Health Information Management, specifically modification of courses, course substitutions, change in program title to Health Information Technology, change in CIP code to 51.0707, and addition of online modality to traditional program delivery, leading to an Associate of Science at Middlesex Community College.

BACKGROUND
The Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) requires that accredited programs meet the American Health Information Management Association (AHIMA) Council for Excellence in Education (CEE) 2018 Associate Degree Curriculum Competencies by Fall semester 2021. The Middlesex Community College Health Information Management A.S. degree program was accredited by CAHIIM in August 2019. The course outcomes and course description changes reflect the change in curriculum competency standards.

In the process of revising the curriculum, it was discovered that five HIM course numbers are utilized on other community college campuses and the course do not share at least 80% of their content with courses at Middlesex. This program change reflects creating new course numbers to address this issue. The program accrediting body (CAHIIM) requires that transfer credit for HIM program courses only be accepted from CAHIIM-accredited institutions and the unique course numbers will eliminate confusion regarding transfer credit.

The program name change from Health Information Management (HIM) to Health Information Technology – Data Management (Hit-DM) provides clarity on the nature of the program and consistency with naming conventions at other CAHIIM-accredited institutions for the associate degree level Health Information Management programs. The AHIMA CEE 2018 Associate Degree Curriculum Competencies require that MxCC designate a track for the program; the options were either Data Management (DM) or Revenue Management (RM). On the advice of the HIM Program Advisory Board, MxCC will follow the Data Management track.

CIP Code Change: CIP Code represents a Health Information technology program that leads to working as an HIM technician. MxCC's program is a Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) accredited program that leads to eligibility for the American Health Information Management Association (AHIMA) certification as a Registered Health Information Technician (RHIT). The 51.0707 designation accurately reflects the program's content and intent.

The final change is restructuring the program entry course with consideration of Guided Pathways. This course will not have prerequisites to enable all Health Information Management students to take a program course in the first semester. The course outcomes include the proposed First-year Experience competencies in additional to program-specific content.

The program addresses the need for credentialed health information professionals in Connecticut. This program is the only associate degree level program in Connecticut with CAHIIM accreditation. Graduates are eligible for certification through the American Health Information Management Association (AHIMA) as Registered Health Information Technicians (RHIT). The RHIT prepares graduates for roles such as: Health Information Technician, Data Application or System Analyst, EHR Implementation Specialist or Implementation Support Analyst, Meaningful Use Specialist, Integration Analyst, Privacy Officer, and Health information Manager.

RECOMMENDATION
Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve this program modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Modification of a Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the modification of a degree program – Health Information Management/Online (CIP Code: 51.0713 / OHE# 17696), specifically modification of courses, course substitutions, change in program title to Clinical Coding Certificate, and change in CIP code to 51.0713 – leading to a C2 Certificate at Middlesex Community College.

A True Copy:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM

Modification of a degree program in Health Information Management, specifically modification of courses, course substitutions, change in program title to Clinical Coding Certificate, and change in CIP code to 51.0713, leading to an Associate of Science at Middlesex Community College.

BACKGROUND

The Middlesex coding certificate program was approved by the American Health Information Management Association (AHIMA) Professional Certificate Approval Program (PCAP) in January 2018. The AHIMA PCAP program requires that approved programs meet the 2018 PCAP Coding Certificate Competencies by Fall semester 2021. The course outcomes and course descriptions reflect the change in curriculum competency standards.

In the process of revising the curriculum, it was discovered that HIM course numbers in this certificate are utilized on other community college campuses and the courses do not share at least 80% of their content with courses at Middlesex. This program change reflects creating new course numbers to address this issue.

This request includes changing the program name from Health Information Management Certificate to Clinical Coding Certificate. This more specific name will enable prospective students to more readily identify their program of interest.

CIP Code Change:

CIP Code 51.0713 represents a program that leads to working as a Coder. Our program is an American Health Information Management Association Professional Certificate Approval Program (AHIMA PCAP) approved coding certificate. The program leads to AHIMA coding certification as a Certified Coding Associate (CCA), Certified Coding Specialist (CCS) or Certified Coding Specialist Physician-Based (CCS-P). The 51.0713 designation accurately reflects the program content and intent.

The final change is restructuring the program entry course with consideration of Guided Pathways. This course will not have prerequisites to enable all Clinical Coding Certificate students to take a program course in the first semester. The course outcomes include the proposed First-year Experience competencies in additional to program-specific content.

The program addressed the need for credentialed health information professionals in Connecticut. This program is the only AHIMA PCAP approved coding certificate in New England. Graduates are eligible for certification through the American Health Information Management Association (AHIMA) as a Certificate Coding Specialist (CCS) and/or a Certified Coding Specialist-Physician-based (CCS-P). The CCS (or CCS-P) credential leads to roles such as Coding Professional (Inpatient Coder), Coding Auditor, DRG Validator, HIM Revenue Cycle Analyst, Coding Educator, and Coding or Revenue Cycle Manager.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve this program modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Replication of a College of Technology Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the replication of a College of Technology Program in Technology Studies: Data Science Option (CIP Code: 30.7001) with a program modification – leading to an Associate of Science at Three Rivers 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:

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Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM

Approval of the replication of an Associate of Science: College of Technology Program in Technology Studies: Data Science Option, with modifications, at Three Rivers Community College.

BACKGROUND

Per Board of Regents Policy, Community colleges may replicate a College of Technology's Engineering Science or Technology Studies academic program (Associate of Science degree, Certificate, and Program Option) or modification previously approved by the Board of Regents for another Community College. Three Rivers Community College intends to create a Technology Studies: Data Science Option that mirrors the program and curriculum – with a modification in one of the required courses from 3 credits to 4 credits – at Northwestern Community College approved by the Board of Regents on September 19, 2019.

Three Rivers Community College (TRCC) seeks to replicate the Technology Studies: Data Science A.S. Option developed by Northwestern Community College. Data Science is a rapidly growing field which applies to many industries. This degree will offer local students more opportunities in the job market by providing them with highly sought out skills. Additionally, Three Rivers unique location in the state will offer local businesses a place to train current employees as well as seek out new ones.

This degree is made up of 3 courses that are in the System but are new to TRCC and 18 existing courses. The new courses can all be taught by existing fulltime faculty. The two new data science courses will also be allowed as electives in existing Computer Science degree and the new mathematics course can be used as an elective in Natural Science & Mathematics degree, thereby increasing enrollment in all these new courses.

There will be no additional costs for this program as the administration falls under current duties of the program coordinator, and the teaching of the courses will be part of the regular duties of existing full-time faculty.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve the replication of this College of Technology Program with modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Approval of a New Program

September 17, 2020

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a program in Applied Behavior Analysis (CIP Code: 42.2814 OHE# TBD) – leading to a Master of Science at Southern 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:

_____
Alice Pritchard, Secretary of the
CT Board of Regents for Higher Education

ITEM
Establishment of a new program leading to a leading to a Master of Science in Applied Behavior
Analysis at Southern Connecticut State University.

BACKGROUND
The proposed MS- Applied Behavior Analysis (ABA) program aligns with the mission of
Southern Connecticut State University to serve the public good. Southern's commitment to
liberal arts and professional disciplines means an applied science of learning, used to support a
variety of individuals, is an excellent fit. The proposed program prepares professionals as
scientist-practitioners who can go into their communities, listen to those in search of
improvement (e.g., students with and without disabilities, parents, educators, etc), and help them
achieve their varied goals.

The Applied Behavior Analysis (ABA) MS is both the addition of a Special Education (SPED)
masters area as well as a method of training masters level Behavior Analysts beyond what SCSU
already offers. This program will prepare masters level students to use ABA in applied settings,
such as with individuals with or without disabilities in educational or therapeutic environments,
as well as prepare them to pass the BCBA exam and to apply to become a licensed
Behavior Analyst in the State of CT. ABA is relevant for many professional fields, but the SCSU
ABA courses will be particularly relevant for special educators, school psychologists, and other
educational or human-service professionals. This is consistent with Southern's commitment to
training professionals to provide high-quality services using current research-supported practices.
The program also provides a solid foundation in ethics and issues in professional practice, so
certificants will have the knowledge to practice responsibly. It is the aim of this program to aid in
closing the aforementioned gaps in ABA by providing high-quality and rigorous training in the
science of ABA.

The US Bureau of Labor Statistics and other government workforce monitoring sources do not
track ABA as a distinct profession, so the information is likely distributed across other
professions within education and human service fields. Therefore, the following sources provide
the most current ABA-focused information on national and local needs for ABA professionals.
In 2000, there were only 400 certified behavior analysts. In 2012, that number passed 10,000.
Currently, in 2020, there are about 40,000 certified behavior analysts, illustrating a particularly
rapid growth in recent years. The demand for Board Certified Behavior Analysts (BCBA) has
grown nationally by 800% across the last decade and is projected to increase similarly in the
coming years (Behavior Analyst Certification Board, 2019). Specifically, in the State of
Connecticut, there is an identified shortage in high-trained BCBAs leading to consistent
understaffing in Behavior Analytic positions (Connecticut Association for Behavior Analysis,
2019). From 2018-2019, the number of Licensed Behavior Analysts in CT grew by 16%, further
supporting the growth of ABA in CT.

Graduates of currently approved ABA programs at Southern have successfully transitioned into
BCBA/ABA positions across CT, MA, and in other parts of the country. By way of reports from

Southern's ABA program graduates, 100% of graduates who have attempted to gain employment in ABA/BCBA positions have successfully transitioned to new jobs.

RECOMMENDATION
Following its review and deliberative process, it is the recommendation of the Academic Council that the Board of Regents approve this new program. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

09/04/2020 – BOR -Academic and Student Affairs Committee
09/17/2020 – Board of Regents

RESOLUTION

concerning

AN EMPLOYMENT AGREEMENT

at the

CONNECTICUT STATE COLLEGES & UNIVERSITIES SYSTEM

September 17, 2020

WHEREAS   Mark E. Ojakian has served as the President of the Connecticut State Colleges
and Universities ("CSCU") since September 28, 2015 under contract with the BOR, said
contract expired on August 31, 2020; and

WHEREAS   Despite the BOR's continued desire to employ Mr. Ojakian as President of the CSCU, Mr.
Ojakian announced that he will be retiring from employment effective December 31,
2020, now therefore be it

RESOLVED,   The BOR Chairman Matt Fleury is authorized to execute an Employment Agreement
attached hereto and made a part hereof between the Board of Regents for Higher
Education and Mark Ojakian, for a term ending December 31, 2020.

A True Copy:

Alice Pritchard, Secretary
Board of Regents for Higher Education

President of the Connecticut State Colleges and Universities
Employment Agreement

This agreement is made by and between the Board of Regents for Higher Education for the State of Connecticut ("BOR") and Mr. Mark E. Ojakian.

1. **Term.** This Agreement shall be effective September 1, 2020 and expire December 31, 2020.

2. **Appointment of Duties, Salary and Benefits.** The parties agree that for the term of this Agreement Mr. Ojakian will continue to serve as President of the CSCU under the terms and conditions as described in *President of the Connecticut Board of Regents for Higher Education Employment Agreement* dated 8/21/2015 attached hereto and incorporated herein as **Exhibit A** and *Amendment No. 1 to the Employment Agreement Between the Board of Regents for Higher Education and Mark Ojakian* dated 12/8/2016 attached hereto and incorporated herein as **Exhibit B**.

3. **Entire Agreement/Modification.** This Agreement constitutes the entire understanding of the parties hereto and supersedes any and all prior or contemporaneous oral or written agreements or representations between the parties. This Agreement cannot be amended, modified or changed except in writing and signed by both parties.

4. **Governing Law.** This Agreement shall be interpreted and construed in accordance with the laws of the State of Connecticut.

5. **Severability.** If any parts of this Agreement shall be held to be void or unenforceable, such part or parts shall be treated as severable, leaving valid the remainder of this Agreement notwithstanding the part or parts found to be void or unenforceable.

6. **Waiver .**Delay in the enforcement or failure to enforce any provision of this Agreement shall not constitute a waiver or limitation of any right enforceable pursuant to this Agreement.

7. **Agreement Not Assignable.** This Agreement is not assignable, but shall be binding upon the heirs, administrators, personal representatives, successors and assigns of both parties.

8. **Notices.** All notices under this Agreement shall be in writing and shall be sent via first class and certified mail to the address provided by the President and for the Board of Regents to the Chair at the Offices of the Board and such other address as provided by the Chair.

IN WITNESS WHEREOF, and in confirmation their agreement to the terms and conditions contained in this Employment Agreement and intending to be legally bound hereby, Mr. Ojakian and the BOR execute this Agreement.

_____
Mark E. Ojakian   Date

_____
Matt Fleury   Date
Chair, Board of Regents for Higher Education

President of the Connecticut Board of Regents for Higher Education Employment Agreement
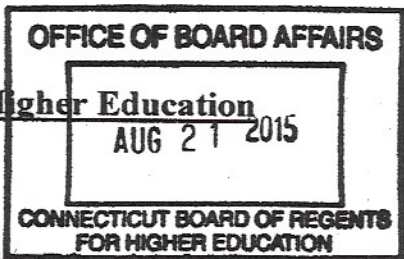
This agreement is made by and between the Board of Regents for Higher Education for the State of Connecticut and Mark Ojakian.

1.0 Appointment of Duties

1.1 Pursuant to the provisions of Public Act. No. 13-4, the Board of Regents for Higher Education ("Board of Regents" or "Board"), hereby appoints and employs Mark Ojakian as interim President of the Board of Regents to serve as the chief executive officer of the Board under policies, supervision and direction of the Board. The President accepts such appointment and employment and agrees to such terms.

1.2 The President shall act as the chief executive officer of the Board of Regents and shall be responsible for the management and conduct of the affairs of the Board of Regents, pursuant to the provisions of Conn. Gen. Stat. §10a-1b, including but not limited to: Long-range and strategic planning; institutional, faculty and educational leadership; implementation and enforcement of regulations, rules and procedures necessary for the welfare of the Board of Regents. The President shall perform all duties required by law, this Agreement, and the Board of Regents rules, regulations or orders and such other duties and responsibilities as the Board of Regents may assign or delegate.

1.3 The President agrees to devote full-time attention and energies to the duties of President of the Board of Regents and apply experience, ability and talent to the faithful, effective and satisfactory discharge of such duties. The Board shall conduct an annual performance appraisal of the President. Nothing herein shall be construed as limiting the right of the Board to increase the President's compensation in connection with its annual appraisal of his performance.

1.4 The duties of the President shall be rendered at the Offices of the Board of Regents for Higher Education and at the campuses of the colleges and universities under the jurisdiction of the Board of Regents.

1.5 The President shall not, without prior written permission of the Chair of the Board of Regents and consistent with any Board of Regents policy on outside paid consulting or employment, render services of any professional nature to or for any person or firm for remuneration other than to the Board of Regents.

1.6 Notwithstanding the provisions of Section 1.5 above, the President shall not engage in any activity which is in conflict with, in competition with, or adverse to the interests of the Board of Regents.

2.0 Term of Appointment

2.1 This interim appointment as President shall commence on September 28, 2015 and conclude on August 31, 2017. The Board reserves the right to extend the President's appointment following its second annual appraisal of his performance conducted under Section 1.3 above. Notwithstanding the interim nature of this appointment, the President shall not be required to reference "interim" in connection with his title as President of the CT Board of Regents.

3.0 Salary and Benefits

3.1 The President shall receive an annualized base salary of Three Hundred thirty five Thousand ($335,000.00) Dollars, payable bi-weekly in equal installments in accordance with the normal state payroll periods and schedule subject to whatever increases may be provided by the Board of Regents periodically during the term of this contract and in accordance with duly adopted rules and regulations governing compensation of executive level employees of the Board of Regents. The President's salary shall be subject to the payroll deductions applicable to executive level employees of the State of Connecticut.

3.2 The President shall be provided a vehicle for his use. The Board of Regents shall bear the expense for all necessary repairs, insurance, and maintenance to such vehicle. The Board of Regents shall withhold the appropriate taxes in accordance with applicable IRS rules governing employer provided automobiles and any tax consequences incurred in connection with the use of such vehicle shall be the responsibility of the President.

3.3 The President shall receive all normal and appropriate Board of Regents benefits, including, but not limited to, health insurance for the President and any dependents, dental insurance, state employee retirement system_retirement plans, deferred compensation plans, flexible spending accounts, vacation and sick leave. The President shall be responsible for any contribution, premium or cost share amount required by any such benefit plan.

3.4 The Board of Regents shall, with prior approval of the Board, within available appropriations and in accordance with the policies of the Board, reimburse the President for professional development that is appropriate and in the best interest of the system as determined by the Board of Regents and such necessary travel expenses associated with professional development.

3.5 The tax consequences of any provision of this Employment Agreement shall be the responsibility of the President.

4.0 Termination

4.1   <u>Termination without Cause/Resignation:</u> The Board of Regents may terminate this Agreement with twelve (12) months' notice to the President. The President may terminate this Agreement with three (3) months' notice to the Board.

4.2   <u>Termination for Cause:</u> The parties agree that the Board of Regents may terminate this Agreement without providing such notice at any time for good cause, which in addition to any of its other normally understood meanings in employment contracts, shall include the following:

    4.2.1   A deliberate serious violation of duties set forth in this Agreement, or refusal or unwillingness to perform such duties in good faith or to the best of the President's abilities;

    4.2.2   Any conduct of the President that constitutes moral turpitude, or brings public disrespect, contempt or ridicule upon the Board of Regents;

    4.2.3   A deliberate serious violation of any Constitutional provision, federal law, state or local law, rule regulation or bylaw of the Board of Regents, which violation may, in the sole judgment of the Board of Regents, reflect adversely upon the board of Regents;

    4.2.4   Prolonged absence from duty without the Board's consent;

4.3   <u>Termination for Disability or Incapacity:</u> The Board of Regents may terminate this Agreement in the, event that the President becomes totally disabled, totally incapacitated or incapable of carrying out the duties of the office of President of the Board of Regents, as defined by the Board of Regents, for a period of ninety (90) days;

    4.3.1   If the Board of Regents reasonably believes that the President may be totally disabled, totally incapacitated or incapable of carrying out the duties as President, the Board reserves the right to require the President to submit to a fitness for duty examination. Such examination shall be performed by a physician licensed to practice medicine and shall be mutually selected by the parties. The Board of Regents shall be responsible for costs of any fitness for duty examination.

    4.3.2   If the President becomes totally disabled, totally incapacitated or incapable of carrying out the duties as President and is terminated, the Board shall pay to the President any accrued but unpaid compensation, along with the value of any accrued vacation leave not to exceed 120 (one hundred twenty) days.

    4.3.3   Termination under this section shall not affect the President's right to receive any benefits to which he is entitled under any applicable disability plan.

5.0 Entire Agreement/Modification

5.1 This Agreement constitutes the entire understanding of the parties hereto and supersedes any and all prior or contemporaneous oral or written agreements or representations between the parties. This Agreement cannot be amended, modified or changed except in writing and signed by both parties.

6.0 Governing Law

6.1 This Agreement shall be interpreted and construed in accordance with the laws of the State of Connecticut.

7.0 Severability

7.1 If any parts of this Agreement shall be held to be void or unenforceable, such part or parts shall be treated as severable, leaving valid the remainder of this Agreement notwithstanding the part or parts found to be void or unenforceable.

8.0 Waiver
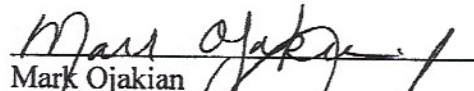
8.1 Delay in the enforcement or failure to enforce any provision of this Agreement shall not constitute a waiver or limitation of any right enforceable pursuant to this Agreement.

9.0 Agreement Not Assignable
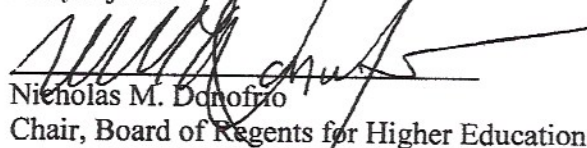
9.1 This Agreement is not assignable, but shall be binding upon the heirs, administrators, personal representatives, successors and assigns of both parties.

10.0 Notices

10.1 All notices under this Agreement shall be in writing and shall be sent via first class and certified mail to the address provided by the President and for the Board of Regents to the Chair at the Offices of the Board and such other address as provided by the Chair.

Mark Ojakian
Date 8/21/2015

Nicholas M. Donofrio
Chair, Board of Regents for Higher Education
Date 08/21/2015

4

**AMENDMENT NO. 1
TO THE
EMPLOYMENT AGREEMENT
BETWEEN THE
BOARD OF REGENTS FOR HIGHER EDUCATION
AND
MARK OJAKIAN**

The President of the Connecticut Board of Regents for Higher Education Employment Agreement entered into by the parties on August 21, 2015 (Principal Agreement) is attached hereto, incorporated by reference herein, and revised as follows:

1. The heading of the Principal Agreement is amended to read:

   President of the Connecticut State Colleges & Universities Employment Agreement

2. Paragraph 1.1 of the Principal Agreement is amended to read, as follows:

   Pursuant to the provisions of Public Act No. 13-4, the Board of Regents for Higher Education (Board of Regents" or "Board"), hereby appoints and employs Mark Ojakian as President of the Connecticut State Colleges & Universities ("CSCU") to serve as chief executive officer of the Board under policies, supervision and direction of the Board. The President accepts such appointment and employment and agrees to such terms.

3. Paragraph 1.2 of the Principal Agreement is amended to read, as follows:

   The President shall act as the chief executive officer of CSCU and shall be responsible for the management and conduct of the affairs of CSCU, pursuant to the provisions of Conn. Gen. Stat. §10a-1b, including but not limited to: Long-range and strategic planning; institutional, faculty and educational leadership; implementation and enforcement of regulations, rules and procedures necessary for the welfare of CSCU. The President shall perform all duties required by law, this Agreement and the Board of Regents policies, directives and rules, and such other duties and responsibilities as the Board of Regents may assign or delegate.

4. Paragraph 1.3 of the Principal Agreement is amended to read, in its entirety, as follows:

   The President agrees to devote full-time attention and energies to the duties of the President of the CSCU and apply experience, ability and talent to the faithful, effective and satisfactory discharge of such duties. The Board shall conduct an annual

performance review of the President, which shall include a review of his compensation and any proposed adjustments thereto.

5. Paragraph 1.4 of the Principal Agreement is amended to read, as follows:

The duties of the President shall be rendered at the Offices of CSCU and at the campuses of the colleges and universities under the jurisdiction of the Board of Regents.

6. Paragraph 2.1 of the Principal Agreement is amended to read, as follows:

This appointment as President shall commence on September 28, 2015 and conclude on August 31, 2020. The Board reserves the right to extend the President's appointment beyond August 31, 2020 subject to mutual agreement on terms and conditions of employment, which shall be reduced to writing in accordance with the provisions of Section 5.0 below.

Mark Ojakian   12/8/16
Mark Ojakian   Date

Matt Fleury   12/8/16
Matt Fleury   Date
Chair, Board of Regents for Higher Education

ITEM

Search Policy for appointment of CSCU System President.

BACKGROUND

In November 2013, the Board approved a policy (4.2 University and College Presidential Search Policy) governing the search process for the selection and appointment of university and college presidents. The Board's intent was to create procedures providing for open, competitive and inclusive search processes. In 2015, the Board approved a minor amendment allowing the Board Chair to select a member of the Board to serve as the Board's Search Committee chair.

This item establishes a policy setting forth the process that will be utilized to select and appoint the CSCU System President and is modeled on key elements of the existing 4.2 policy and processes under that policy.

The Board of Regents (BOR) is responsible for the governance of the CSCU system and the selection of a President to be the chief executive officer who leads the constituent units of colleges and universities. The search process to select the System President will be implemented by a BOR Search Committee and a Search Advisory Committee. The search process will represent system wide constituencies as well as external stakeholders that depend on CSCU institutions for educated citizens and an innovative and knowledgeable workforce.

The BOR Search Committee

The BOR Chair shall determine the size and membership of the BOR Search Committee. The Search Committee shall be chaired by the BOR Chair or the Chair's designee. The BOR Chair may also appoint a Co-Chair. The BOR Search Committee shall establish the criteria and processes for the selection of the CSCU System President. The processes shall include developing the position profile with input from the Search Advisory Committee and conducting interviews of semi-finalists and finalists with representatives of the Search Advisory Committee. The BOR Search Committee may engage an independent consultant to assist in the search, may convene stakeholder sessions and also may conduct such other due diligence review as the BOR Chair deems appropriate. The BOR Search Committee will solicit feedback from the Search Advisory Committee Chairperson(s) following semi-finalist and finalist interviews. The BOR Search Committee shall make its recommendation to the full Board of Regents for the appointment of the CSCU System President.

Search Advisory Committee Membership

The BOR Chair shall determine the size and membership of the Search Advisory Committee. The Search Advisory Committee provides valuable input into the search process. Members participate in providing input on the position profile, reviewing resumes of applicants and recommending candidates to the BOR Search Committee for consideration, designating representatives to participate in interviews with semi-finalists and finalists, and providing input to the BOR Search Committee regarding candidates to be considered for the appointment. Each constituent group, in accordance with the representation outlined below, shall select its own members to serve on this committee and the members should represent the diversity of the CSCU community. The chair and co-chair of the Search Advisory Committee shall be elected by its members. The recommended list of members shall be submitted to the BOR Chair for formal appointment to the Search Advisory Committee. In the case of the external stakeholders, the BOR Chair will appoint leaders from business, workforce, community organizations, secondary education, state agencies and government to serve as representatives on the Search Advisory Committee.

Search Advisory Committee Membership**:**

For the specific matter at hand, the proposed Search Advisory Committee will be comprised of 37 members. These members shall represent the diversity of campus and community populations as well as the variety of institutions in CSCU including community colleges, universities, Charter Oak State College and the stakeholders that interact with the system including faculty, staff, administration, students, bargaining unit leadership, foundations, and business, government, and community leaders.

Search Advisory Committee Representation by Constituent Unit/Stakeholder Group

Constituency	Number	Representing				
		System Office	Universities	Community Colleges	Charter Oak	External stakeholders
President/CEOs/Regional Presidents	4		2	2		
Faculty	7		3	3	1	
Management/Confidential Staff	3		1	1	1	
Professional/support staff	7		3	3	1	
Bargaining Unit Representatives	4		2	2		
Student Leaders	3		1	1	1	
System office	2	2				
Foundations	2		1	1		
Business leaders/workforce agencies	2					2
Government/state agencies/secondary education	1					1
Community organizations	2					2

Community College Representatives—13 total
1—President/CEO
1—Regional President
3—Faculty (1 from each region)
3—Professional/support staff (1 from each region)
1—Management/Confidential staff
2—Representative from the college bargaining units
1—Community college student leader
1—Foundation representative

University Representatives—13 total
2—Presidents
3—Faculty
3—Professional/support staff
1—Management/Confidential staff
2—Representatives from the university bargaining units
1—University student leader
1—Foundation representative

Charter Oak State College Representatives—4 total
1—Faculty
1—Professional/support staff
1—Management/Confidential staff
1—Student

External stakeholders—5 total
1—Government/state/secondary education officials
2—Community organization representatives
2—Business/workforce leaders

System Office Representative—2 total
1—Interim President CT State Community College
1—Executive staff member

RECOMMENDATION

Adopt the attached policy for appointing a CSCU System President.

CT BOARD OF REGENTS FOR HIGHER EDUCATION
RESOLUTION

concerning
Policy for the Appointment of a CSCU System President

September 17, 2020

WHEREAS,   The University and College Presidential Search Policy ("Policy") sets forth a policy governing the search process and procedures for the selection and appointment of university and college presidents based on open, competitive and inclusive search processes; and

WHEREAS,   The process delineated in said Policy does not include a process to govern the search process and procedures for the selection and appointment of the CSCU System President; and

WHEREAS,   Consistent with the inclusiveness of said Policy and responsive to input received from the Board's Human Resources & Administration Committee in support of that Policy, the attached policy sets forth the general procedures for the search process for a CSCU System President; and now therefore be it

RESOLVED,   That the Board of Regents for Higher Education hereby approves the attached policy for the Appointment of a CSCU System President; and now therefore be it also

RESOLVED,   That there be established a Board of Regents Search Committee and a Search Advisory Committee to be composed of a diversity of CSCU constituent units and external stakeholder groups as presented in the staff report.

A True Copy:

_____

Alice Pritchard, Secretary
Board of Regents for Higher Education

Policy for the Appointment of a CSCU System President

The Board of Regents (BOR) is responsible for the governance of the CSCU system and the selection of a CSCU System President to be the chief executive officer who leads the constituent units of colleges and universities. The search process to select the CSCU System President shall be implemented by a BOR Search Committee and a Search Advisory Committee. The search process will represent system wide constituencies as well as external stakeholders that depend on CSCU institutions for educated citizens and an innovative and knowledgeable workforce.

The BOR Search Committee

The BOR Chair shall determine the size and membership of the BOR Search Committee. The Search Committee shall be chaired by the BOR Chair or the Chair's designee. The BOR Chair may also appoint a Co-Chair. The BOR Search Committee shall establish the criteria and processes for the selection of the CSCU System President. The processes shall include developing the position profile with input from the Search Advisory Committee and conducting interviews of semi-finalists and finalists with representatives of the Search Advisory Committee. The BOR Search Committee may engage an independent consultant to assist in the search, may convene stakeholder sessions and also may conduct such other due diligence review as the BOR Chair deems appropriate. The BOR Search Committee will solicit feedback from the Search Advisory Committee following semi-finalist and finalist interviews. The BOR Search Committee shall make its recommendation to the full Board of Regents for the appointment of the CSCU System President.

Search Advisory Committee Membership

The BOR Chair shall determine the size and membership of the Search Advisory Committee. The Search Advisory Committee provides valuable input into the search process. Members participate in providing input on the position profile, reviewing resumes of applicants and recommending candidates to the BOR Search Committee for consideration, designating representatives to participate in interviews with semi-finalists and finalists, and providing input to the BOR Search Committee regarding candidates to be considered for the appointment. Each constituent group, in accordance with the representation outlined below, shall select its own members to serve on this committee and the members should represent the diversity of the CSCU community. The chair and co-chair of the Search Advisory Committee shall be elected by its members. The recommended list of members shall be submitted to the BOR Chair for formal appointment to the Search Advisory Committee. In the case of the external stakeholders, the BOR Chair will appoint leaders from business, workforce, community organizations, secondary education, state agencies and government to serve as representatives on the Search Advisory Committee.

Administration of the Search

1. The BOR Search Committee shall establish and provide criteria and processes for the search. The search shall proceed according to the Affirmative Action Policy of the Board of Regents.

2. Complete confidentiality of all proceedings shall be maintained throughout the search. The disclosure of candidates prior to the development of the list of finalist nominees can result in the loss of the best candidates as well as grave injustices to candidates. Names of all candidates under consideration and any other information and/or material related to the search process shall be held in strict confidence by all persons having access to such information. All members of the Search Committee and the Search Advisory Committee shall sign a confidentiality agreement before its first committee meetings.

3. The BOR Chair or the Chair's designee shall be responsible for the administration of the search, including the keeping of official records of the BOR Search Committee. The BOR Chair or Chair's designee shall meet with the finalists and have the sole and exclusive responsibility for contacting candidates under consideration as recommended by the BOR Search Committee.

4. Members of the BOR Search Committee and the Search Advisory Committee shall have access to the resumes and such other information as is available for those candidates.

5. Semi-finalists will be interviewed by representatives of the BOR Search and Search Advisory Committees, in-person or virtually, as determined the BOR Chair, and in accordance with the BOR Search Committee processes.

6. Finalists shall meet with administrators, students, faculty, staff, community leaders, and other stakeholders. The BOR Search Committee shall seek comments following the meetings from the Search Advisory Committee Chairperson(s).

7. The process shall include an opportunity for all members of the BOR, all institutional Presidents/CEOs/Regional Presidents and system office executive staff to meet with the finalists and share input with the BOR Search Committee.

8. The Board will meet to receive the BOR Search Committee's recommendation and indicate its consensus to the Board Chair to act on its behalf. The Chair or the Chair's designee may contact finalists and conduct negotiations as appropriate.

9. The BOR shall, by majority vote, appoint the CSCU System President at a regular or special meeting called for that purpose.

CSCU Title IX Compliance Overview

Angelo Simoni
CSCU Executive Director for Student Relations & Compliance;
CSCU Title IX Coordinator

September 2020

CSCU

Checklist

Overall Compliance Measures

- CSCU is in compliance as of August 2020 as it relates to the new Federal Regulations

- All CSCU institutions have updated their websites with pertinent Title IX information for all campus community members to easily find

- All CSCU institutions are using SUNY SCI to train their Title IX, Hearing Officer, Appeals Officer and Support staff

- Each CSCU institution has a Memorandum of Understanding with the local Sexual Assault Victim Advocacy Agency in their geographic area

SCI Commercial

youtu.be/MCzHpaJHmKI

CSCU

Title IX Coordinator Key Responsibilities

- Develop, implement, coordinate, and conduct educational programs and initiatives designed to educate and support faculty, staff, and students regarding their rights and, where applicable, obligations under Title IX, including reporting options/responsibilities, support services, University policy and applicable disciplinary code, grievance procedures, confidential resources, etc

- Oversee, coordinate, and ensure investigations of reports and complaints of sexual misconduct are adequate, reliable, timely, confidential and impartial; review proposed sanctions for sexual misconduct before they are imposed to ensure that they are reasonably calculated to stop the sexual misconduct and prevent its recurrence

CSCU

Title IX Coordinator Key Responsibilities

- Select, train, and oversee designated Title IX Investigators across critical areas of the institution; ensure investigator, adjudicator, and those involved with processing Title IX complaints are adequately trained in compliance with Title IX guidance

- Identify systemic problems relating to complaints and determine whether campus-wide resources should be adopted in response

- Ensure ongoing compliance with Title IX by collecting and analyzing data, writing comprehensive reports and maintaining records of investigations

CSCU

Deputy Title IX Coordinator Key Responsibilities

- Conduct Title IX related investigations, adjudications and appeals

- Select and train advisors/support persons for use in the Title IX process (meetings/hearings etc.)

- Provide academic and non-academic adjustments as requested, to affected parties

- Connect affected parties to college and university resources (counseling, Women's Center)

- Connect affected students to off-campus resources (Sexual Assault/Domestic Violence support agencies in the local community)

CSCU

Title IX Organizational Chart:
Community Colleges & Charter Oak State College

Mark E. Ojakian
President of CSCU

Angelo Simoni
Title IX Coordinator, CSCU

12 CC Deputy Title IX
Coordinators for students
and employees

1 COSC Deputy Title IX
Coordinator for students
and employees

CC Title IX support staff for
investigations,
adjudications, appeals and
advisors etc. (possibly
regional)*

COSC Title IX support staff
for investigations,
adjudications, appeals and
advisors etc.*

*Employee on employee Title IX matters will
be handled by System HR Shared Services*

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CSU Structure

- Each of the 4 CSU campuses has a Title IX Coordinator/Chief Diversity Officer with a support staff

- The Title IX Coordinator is responsible for all related training on the campuses and compliance related to it

- Campus Title IX Coordinator has ability to designate Deputy Title IX Coordinators as needed

- Campus Title IX Coordinator will work with HR as required to run parallel investigations of employees when appropriate

- As requested, provision added to new policy regarding Title IX Coordinator briefing campus President and CSCU Title IX Coordinator on all related issues

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WCSU Compliance Document

RE: WCSU Update on US DOE Title IX Compliance and CSCU Policy Changes

Below please find the directed CSCU policy/procedural changes made with the Office of Diversity and Equity, in collaboration with the WCSU CaRRT ("Campus Response and Resource Team"), Human Resources Department and member of the Division of Student Affairs:

Completed	Pending	Title IX Compliance/ Policy Change(s)	Explanation/Rational	Name of Responsible Official(s)
8/06/2020		Amend WCSU Policies and Procedures to adequately reflect the new processes	The CSCU Title IX Grievance Procedures for Addressing Formal Complaints of Sexual Harassment August 14, 2020 will be posted online on or by 8/11/2020.	Jesenia Minier Delgado, Title IX Coordinator
			Procedural changes were updated. The new Title IX procedures (template from SUNY Student Conduct Institute-SCI and updates on the WCSU discrimination procedures for intake, informal resolution option, interim support measures, and new investigation/interview models) will be posted online on or by 8/11/2020.	
8/06/2020		Ensure that appropriate officials are in place to address	The Office of Diversity and Equity has addressed having an intake designee, the	Jesenia Minier Delgado, Title IX Coordinator

WCSU Compliance Document

OFFICE OF DIVERSITY AND EQUITY
UNIVERSITY HALL, ROOM 202

Completed	Pending	Title IX Compliance/ Policy Change(s)	Explanation/Rational	Name of Responsible Official(s)
			alternatives (i.e., computer equipment and/or guided applications for assistance) to either provide evidence electronically or virtually attend scheduled meetings, *as needed*.	
7/30/2020		Identify and obtain appropriate technology and spaces to conduct a hearing (for employees)	The Title IX Coordinator (in conjunction with the assistance of Office of Information Technology and Innovation and the Human Resources Department) will offer all parties any temporary alternatives (i.e., loaner computer equipment, temporary room/office and/or guided applications for assistance) to virtually attend scheduled meetings, *as needed*.	Jesenia Minier Delgado Title IX Coordinator Fred Cratty Chief Human Resource Officer
7/30/2020		Identify and obtain appropriate technology and spaces to conduct a hearing (for	The Judicial Officer (in conjunction with the assistance of Office of Information Technology and Innovation and the	Charles Alexander, Judicial Officer

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Decision Tree
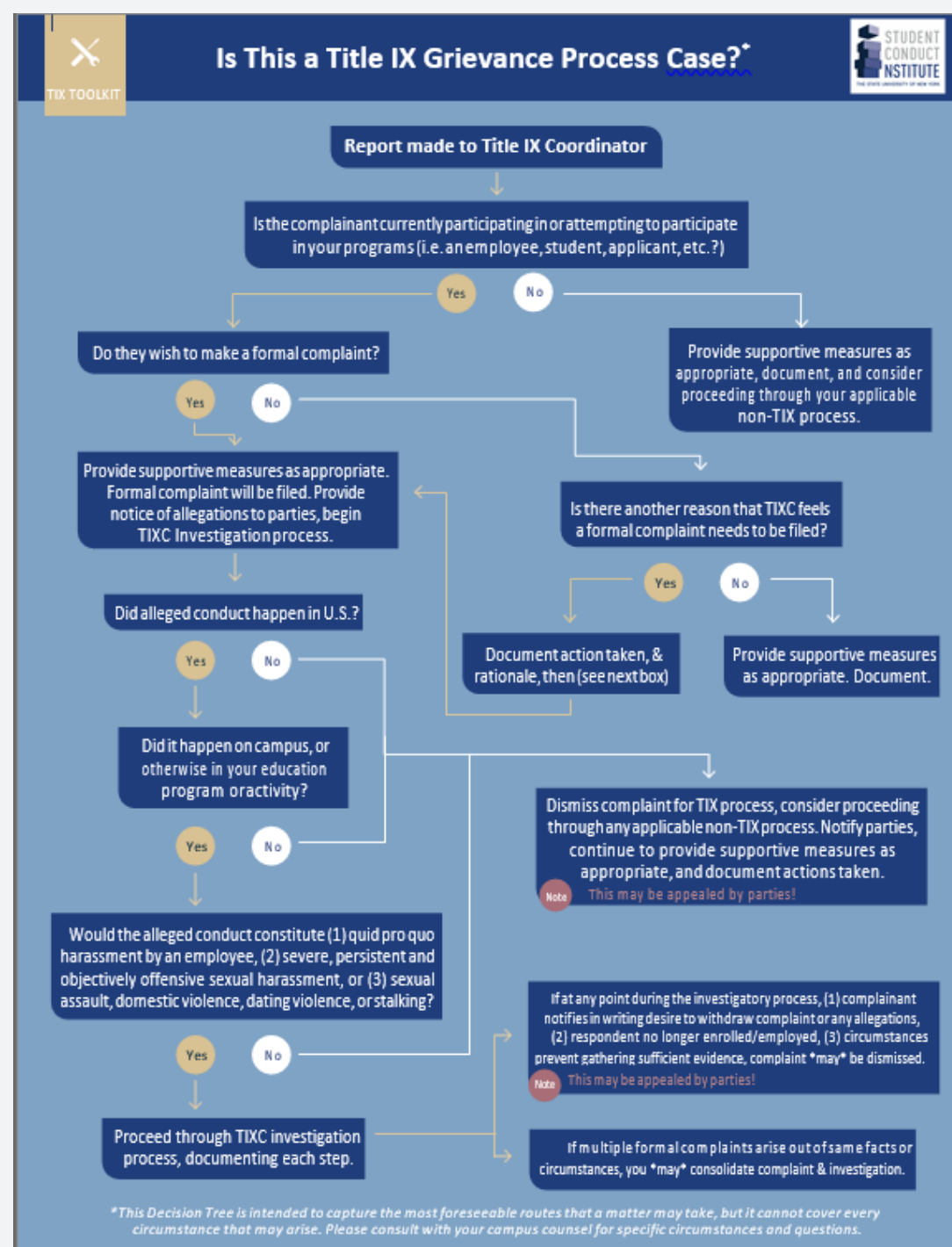
For Campus Consideration

- Whomever is designated the deputy Title IX Coordinator on your campus needs to be trained extensively and free of any conflicts of interest.

- The deputy Title IX Coordinator <u>cannot conduct the student Title IX investigation and handle the subsequent adjudication. NO single investigator model is permitted under the new regs.</u>

- Please ensure whomever you select as the deputy, that it is publicly posted on webpages and known to the campus (along with Angelo's contact info).

- Please ensure you have a student conduct hearing officer or board (that is trained) and that can adjudicate the Title IX case should it need resolution via that avenue.

- Any request for review/appeal will be heard by the local campus president or CEO, as dictated by the Student Code of Conduct.

- We will also need to train advisors/support people to assist both the complainant and responded in the Title IX process from start to finish. Staff will be needed for this although it should not be the deputy title IX Coordinator.

- We will look into regionalizing some of these functions (hearing officers, support persons, investigators, etc.) across the CCs once we conduct an inventory of staff expertise that currently exists on the campus.

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Proposed CC/COSC Deputy Title IX Coordinators- by campus

Asnuntuck Community College
Yhara Zelinka-current

Capital Community College
Eduardo (Eddie) Miranda- new designation

Gateway Community College
Alese Mulvihill-current

Housatonic Community College
Kim McGinnis-current

Manchester Community College
Fatma Salman-new

Middlesex Community College
Sharale Mathis-new

Naugatuck Valley Community College
Sarah Gager or new Academic Dean-current/new designation

Northwestern CT Community College
Ruth Gonzalez-current

Norwalk Community College
Kellie Byrd-Danso- new designation

Quinebaug Valley Community College
Joe Cullen-new designation

Charter Oak State College
Shirley Adams –new designation

Three Rivers Community College
Maria Krug-current

Tunxis Community College
Charles Cleary-current

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Newly Revised Policy

REVIEW AND AUDIT

The Title IX Coordinator will report to the President of the institution on a regular basis all findings on reported sexual misconduct matters. The Title IX Coordinator shall include within its annual Connecticut General Statute 10a-55m Sexual Misconduct Report a separate report specifically disclosing the number of complaints, the subject matter of each complaint and the final outcome of each case processed under Title IX. At a joint meeting of the Human Resources and Administration Committee and the Academic and Student Affairs Committee, the CSCU Title IX

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Approved by Board of Regents 1/15/15 revised 6/16/16, 7/29/2020

CSCU

Newly Revised Policy

Sexual Misconduct Reporting
Support Services and Processes Policy

Coordinator will report annually on CSCU data of complaints and outcomes of sexual misconduct matters reviewed under Title IX, BOR policies, and other applicable state statutes.

DISSEMINATION OF THIS POLICY

Upon adoption by the Board all CSCU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution's website, handbook and catalogue. This policy shall thereafter be annually provided to all Title IX Coordinators, campus law enforcement officers and security personnel, and other campus personnel. Further, this policy shall be presented at student orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above. This includes but is not limited to the name, office address, email address and telephone number of the Title IX Coordinators.

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Informal Resolution Process

- The Final Rule requires that all colleges and universities hold a live hearing before making any determination regarding responsibility for covered reports of Title IX sexual harassment, including sexual violence. This hearing must provide for live cross-examination by the parties' advisors.

- <u>Colleges and universities may offer and facilitate informal resolution processes, as long as each party voluntarily agrees to the process through an informed, written consent.</u> This option is a change from long-standing Departmental guidance discouraging the use of informal procedures to address sexual harassment and prohibiting the use of mediation to address sexual assault.

- In the Preamble to the Final Rule, the Department states that it views informal resolutions as a way to resolve sexual harassment allegations in a less adversarial manner than the investigation and adjudication procedures that comprise the § 106.45 grievance process.

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For *Student Initiated* Complaints-originating from the 17 CSCU institutions

Official Complaint form for Students (Review by System Office): www.ct.edu/complaint

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Tunxis CC

Tunxis CC

Materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

Deputy Title IX Coordinator:

Jessica Waterhouse

860-773-1646

jwaterhouse@tunxis.edu

CSCU Title IX Coordinator:

Mr. Angelo Simoni

860-723-0165

simonia@ct.edu

INSTITUTIONAL
MEMBER of the

STUDENT
CONDUCT
INSTITUTE

THE STATE UNIVERSITY OF NEW YORK

Click to view T/X training

https://system.suny.edu/sci/postedtraining

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TRCC

CCSU Statement for Syllabi

Suggested Statements for Syllabus

Syllabus statements are the first step in communicating expectations with students. The following examples are consistent with University policies and procedures related to the learning environment.

Statement on Discrimination and Harassment

Central Connecticut State University strives to maintain our campus as a place of work and study for faculty, staff, and students that is free of all forms of prohibited discrimination and harassment based upon age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disorder; physical disability; marital status, national origin; race; religious creed; sex, (including pregnancy, transgender status, sexual harassment and sexual assault); sexual orientation; or any other status protected by federal or state laws. Any student who has concerns about should contact the Office of Diversity and Equity (ODE) at 860-832-1652, Student Affairs at 860-832-1601, or his/her faculty member. **The ODE is located on the main floor of Davidson Hall, room 102.**

Sexual Misconduct, Intimate Partner Violence and Stalking

Central Connecticut State University (CCSU) will not tolerate sexual misconduct against students, staff, faculty, or visitors in any form, including but not limited to: sexual assault, sexual exploitation, sexual harassment or stalking, as defined in CCSU policies. For additional information, please consult the CCSU policy at http://www.ccsu.edu/diversity/policies/BORSexualMisconductFeb2015.pdf. **All faculty members and staff have a duty to report incidents of sexual harassment including sexual misconduct,**

More Information

Designation of a Title IX Coordinator, US DOE

https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201504-title-ix-coordinators.pdf

Factsheet on Title IX, US DOE

https://sites.ed.gov/titleix/policy/

CSCU Updated Policies

https://www.ct.edu/regents/policies

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Title IX Training for Students

- All CSCU institutions use the "Not Anymore" online prevention program to train students on Title IX annually.

- Not Anymore is a suite of interactive online prevention programs that features numerous true student testimonials to foster genuine empathy in viewers and is designed to help institutions meet Title IX education mandates.

- Not Anymore covers key topics: Consent, Bystander Intervention, Dating/Domestic Violence, Sexual Assault and Stalking. The program allows institutions to include specific campus policies, definitions and procedures—and requires students to acknowledge having read them.

- The program is subtitled in English, Spanish, Chinese, Korean, Arabic and Vietnamese. All programs are 508-compliant using WCAG 2.0 Accessibility Guidelines. Audio Description is provided for visually impaired students.

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Dept. of Justice, Office on Violence Against Women (OVW) Campus Grant Program/CSCU SAFE

- Provides training, prevention education, awareness campaigns and best practices regarding gender-based violence to all CSCU institutions.

- CSCU SAFE began 10/1/2015 and runs through 9/30/2021.

- CSCU SAFE provides access to a national network of experts & trainers.

- Provides technical assistance & best practices to campuses in areas related to Student Conduct & Campus Law Enforcement/Security.

- CSCU SAFE training for students, faculty & staff help meet Title IX compliance by providing ongoing training & education on sexual assault, dating violence, domestic violence & stalking, reporting options and prevention & bystander intervention.

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CSCU SAFE (cont.)

- **Title IX related trainings for faculty & staff include:**
  - The Impact of Trauma on Survivors of Sexual Violence
  - Intersection of Intimate Partner Violence, Stalking & Technology
  - Prevention Strategies for Professionals Working with Victims and Survivors of Sexual Violence
  - Responding to Stalking on Campus
  - Legal Response to Intimate Partner Violence
  - Balancing Victims' Rights with Institutional Responsibilities
  - Supporting Student Survivors with Disabilities
  - Supporting LGBTQI Survivors of Sexual Violence

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