

CT BOARD OF REGENTS FOR HIGHER EDUCATION CT STATE COLLEGE AND UNIVERSITY (CSCU) SYSTEM

REVISED AGENDA – REGULAR MEETING

10:00 a.m., Thursday, September 17, 2015

Room 102, Library Lower Level, Northwestern Community College, Winsted, CT

- 1. Call to Order**
- 2. Roll Call and Declaration of Quorum**
- 3. Adoption of Agenda**
- 4. Board of Regents President, Dr. Gregory W. Gray**
- 5. Board of Regents Chairman, Nicholas M. Donofrio**
- 6. Approval of Previous Meeting Minutes**
 - a) June 25, 2015 Regular Meeting
 - b) August 21, 2015 Special Meeting
- 7. Consent Agenda**
 - a) **Terminations**
 - i. Technology Studies: CAD Option – AS – Tunxis CC
 - ii. Business Office Technology: Medical Transcription – Cert – Tunxis CC
 - iii. Physical Therapy Assistant – AS – Tunxis CC
 - iv. Computer Security Certificate – Charter Oak SC
 - b) **Modification**
 - i. Master of Health Administration – Western CSU
 - c) **New Programs**
 - i. Cisco Certified Networking Associate (CCNA) Certificate – Capital CC
 - d) **Resolution revising Academic Program Approval Process**
 - e) **Naming of the Library and Learning Resource Center Building – Manchester CC**
 - f) **Tuition and Fees for MS in Organizational Effectiveness & Leadership – Charter Oak SC**
- 8. Executive Session**
- 9. Appointment of interim President – Northwestern Connecticut Community College**
- 10. Academic & Student Affairs Committee – Merle Harris, Chair**
 - a) Report on Committee Activities (information only)
- 11. Audit Committee – Elease Wright, Chair**
 - a) Report on Committee Activities (information only)
- 12. Finance & Infrastructure Committee – Matt Fleury, Chair**
 - a) Report on Committee Activities (information only)
 - b) Update CSCU 2020 and Other Facilities Projects (information only)
- 13. HR & Administration Committee, Naomi Cohen, Chair**
 - a) Report on Committee Activities (information only)
 - b) CSCU Consolidated Classification and Compensation System
- 14. Executive Committee – Nicholas M. Donofrio, Chair**
 - a) Bylaws Amendment (Article 1, Section 2 – Board Membership/previously submitted 6/25/15)
- 15. Adjourn**

Opportunity to Address the Board (limit 3 min. per speaker)

Students – 15 minutes

Faculty & Staff – 15 minutes

ITEM

Termination of a degree option in computer-aided design leading to an Associate of Science in Technology Studies degree at Tunxis Community College effective September 1, 2015.

BACKGROUNDSummary

The college seeks board approval to terminate an unnecessary degree option in CAD under the technology studies parent degree.

Rationale

As a result of a recent program review of our Technology Studies degree, the decision was made that we have too many options in Technology Studies, leading to confusion among students, coupled with a decline in interest among students in this option in CAD. Elimination of this option will give students a cleaner and more concise set of choices under the technology studies umbrella program.

Phase Out/Teach Out Strategy

The termination of the CAD option will streamline our offerings, without compromising the pathways available to students, as the parent degree in technology studies will continue to be offered. Additionally, all of the existing primary CAD content courses will continue to be offered to students, and any student wishing to complete their technology studies degree with coursework in CAD will be able to do so. All of the students that previously were enrolled in this option have been moved to the parent degree.

Resources

Elimination of this option will allow the college to save money by eliminating the need to offer certain types of internships, specialized courses that we have not been able to offer due to low enrollment and practica that were previously required under the CAD option.

June 1, 2014 – ConnSCU Academic Council
August 28, 2015 – BOR-Academic and Student Affairs Committee
September 17, 2015 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Termination of a Program

September 17, 2014

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Technology Studies: Computer-Aided Design Option, leading to an Associate of Science degree at Tunxis Community College

A True Copy:

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

ITEM

Termination of a program in Business Office Technology: Medical Transcription leading to an undergraduate certificate (C2) at Tunxis Community College, effective October 1, 2015.

BACKGROUND

Summary

The existing certificate in medical terminology has been under review by all colleges in the system and has been identified as obsolete. Students are being advised into our new certificate in Health Information Technology which prepares students for the changing field in medical records and electronic health records management.

Rationale

This certificate contains courses which will no longer be offered as they are obsolete and will be replaced with updated courses that reflect the electronic health records requirement mandated by the federal government.

Phase Out/Teach Out Strategy

All students have or will be advised into the new Health Information Technology certificate.

Resources

No impact on college resources.

August 5, 2015 – Academic Council

August 28, 2015 – BOR-Academic and Student Affairs Committee

September 17, 2015 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Termination of a Program

September 17, 2015

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Business Office Technology: Medical Transcription, leading to an undergraduate certificate (C2) at Tunxis Community College effective October 1, 2015.

A True Copy:

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

ITEM

Termination of an Associate of Science degree in physical therapy assistant at Tunxis Community College.

BACKGROUND

Summary

The college seeks board approval to terminate an Associate of Science degree in physical therapy assistant that was discontinued as a consortium arrangement with Naugatuck Valley Community College (NVCC).

Rationale

The PTA degree was previously in a consortium arrangement with six other community colleges, housed primarily at NVCC. After external review by the accrediting body CAPTE in 2014 it was decided to end the consortium arrangement and house the program solely at NVCC.

Phase Out/Teach Out Strategy

The planning for the termination of the PTA degree effectively began in January 2015 when all current students who were enrolled at Tunxis in the fall were readmitted to NVCC. All new students as of January 2015 being accepted into the program are already NVCC students. Tunxis effectively awarded its last PTA degree in June 2015.

Resources

Elimination of this degree will have minimal impact on enrollment at the college as there were typically only 4-5 students per year enrolled as Tunxis students in this consortium.

August 5, 2015 – Academic Council

August 28, 2015 – BOR-Academic and Student Affairs Committee

September 17, 2015 – Board of Regent

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Termination of a Program

September 17, 2015

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Physical Therapy Assistant, leading to an Associate of Science degree at Tunxis Community College effective October 1, 2015.

A True Copy:

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

ITEM

Termination of Computer Security Certificate at Charter Oak State College beginning 7/1/2015, with a phase out period by Fall 2017 semester.

BACKGROUNDSummary

When Charter Oak State College received approval to offer a major in Cybersecurity, it decided to no longer offer the certificate in Computer Security. (The Cybersecurity program was accredited in June 2015.) At the time of licensure, all students in the program were notified that the program would be discontinued and our Admissions Office no longer recruited students into the program. As a result, there is only one student remaining in the program.

Rationale

As part of the development of the major in Cybersecurity, the College plans to offer a certificate(s) in cybersecurity, but wanted to wait until accreditation was approved. The computer security certificate also needed to be updated and many of the updates would have duplicated courses or material in the cybersecurity major, therefore, it did not make sense to have two very similar programs.

Phase Out/Teach Out Strategy

There is one student in the program. We will continue to work with that student until she completes the courses. In talking with the student's advisor, the student is thinking of changing her area of study and will probably no longer be seeking the computer security certificate.

Resources

Their tuition covers the cost of instruction. The revenue generated from the cybersecurity major has offset the tuition generated by the computer security certificate. That revenue will be further enhanced by cybersecurity certificates that we plan to bring forward this fall.

August 5, 2015 – Academic Council

August 28, 2015 – BOR-Academic and Student Affairs Committee

September 17, 2015 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Termination of a Program

September 17, 2015

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Computer Security, leading to a certificate at Charter Oak State College with a phase-out period until effective December 30, 2017.

A True Copy:

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

ITEM

Modification of a graduate program in Health Administration (MHA) which was suspended beginning in January 2014. Courses were offered during the period of suspension.

BACKGROUND

Summary

Currently, WCSU is the only public university in Connecticut offering the Masters in Health Administration.

To ensure that the MHA curriculum meets the needs for the current and future healthcare environments, the committee sought input from healthcare executives, MHA alumni, and current students. In addition, the committee reviewed the curriculum of the five top-rated programs in the country: University of Michigan, Yale University, Columbia University, New York University, and Johns Hopkins. These schools were chosen rather than local competitors because our program should be benchmarked against the best if we are to offer a better product.

While the top-rated programs were all full-time programs, 46-60 credits, and geared to students entering the field, the committee looked at what content was emphasized. The committee then compared areas of emphasis in the WCSU MHA program with areas of emphasis in the five top-rated programs.

The feedback from healthcare executives, alumni, and current students indicated that most of the current MHA program is exactly what is needed. However, the program is deficient in an area that has become critical for success in the healthcare field. With the advent of electronic healthcare records and algorithms for healthcare management, knowledge of healthcare information technology is essential for the healthcare manager in the 21st century. This change is also recommended based on the five top-rated MHA programs.

The Changes are:

- Infuse Quality Management in all courses, thereby reducing the Quality Management course to a 1½-credit course focused on Quality Tools.
- Add a 1½ -credit course on Health Services Information Technology and Innovation.
- Make Leadership a required course
- Eliminate Organizational Behavior as a required course.
- Make Statistics an admissions prerequisite for the program
- Add a 3- to 6-credit administrative residency as an elective for those without health industry background who would like to transition into the field.
- Add a 2-year prior full-time work experience (post-bachelor degree) to the admissions requirement.
- Offer an exemption to the entrance exam requirement for applicants having a 3.0 or higher undergraduate grade point average.

Need for the Program

The University of Connecticut offers only an MBA with a track in Healthcare Management. However, even this is not available in this area of Connecticut. Today's healthcare industry is undergoing enormous change. The Patient Protection and Affordable Care Act (Obamacare) is the catalyst for considerable change. The move to accountable care organizations is completely changing the healthcare reimbursement system. The solo physician practitioner is no longer a viable business model. Physicians are becoming employees of hospitals or joining large medical provider groups. Finally, the local community hospital is no longer viable. For survival, hospitals are forming large healthcare systems. In the local Fairfield and Litchfield County area, Danbury Hospital has joined with Norwalk Hospital and New Milford Hospital, and soon will have additional hospitals in its network. Greenwich Hospital is now part of the Yale-New Haven Health Network. In Westchester, Northern Westchester Hospital and Phelps Hospital are part of the North Shore LIJ Health System; Lawrence Hospital is part of New York Presbyterian Health System; and White Plains Hospital, Mount Vernon Hospital, and New Rochelle Hospital are part of the Montefiore Medical Center System. In addition to this change, the population is aging, thus requiring more medical care, and more people who were previously uninsured now have coverage. Both these trends have resulted in the need for more healthcare facilities and more staff. The more staff that is necessary, the greater need for managers.

The Connecticut Department of Labor projects an increase of 21.6% in the number of people employed in the Health Care and Social Assistance field between 2010 and 2020 (from 268,106 to 325,928 (<http://www1.ctdol.state.ct.us/lmi/ctindustry.asp>)).

Curriculum**Summary of Current MHA and Revised MHA**

Current MHA Program (36 SH)	Revised MHA Program (36 SH)
	Statistics Course will be a prerequisite for admission to program
Management Core (6 SH)	Management Core (6 SH)
MGT 501 Organizational Behavior	MGT 530 Leadership 3 SH (no prerequisite) MGT 501 no longer required in MHA program
MGT 547 Human Resource Management	Same (no prerequisite)
Health Services Core (18 SH)	
MGT 580 Health Delivery Systems	Same with Quality Management component
MGT 581 Health Services Financial Management (MGT 580)	Same with Quality Management component (MGT 580 or MGT 582)
MGT 582 Managing Health Services Organizations	Same with Quality Management component
MGT 585 Health Services Quality Management (MGT 580, MGT 582)	MGT 585 to be revised, Changed to MGT 5XX Health Services Quality Tools 1.5 SH (MGT 580 or MGT 582)
MGT 591 Introduction to Health Policy (MGT 580)	Same with Quality Management component (MGT 580 or MGT 582)
MGT 595 Strategic Management for Health Services (MGT 580, 581, 582, MGT 5XX Quality Tools, MGT 5XX Health Services Information Technology and Innovation, "B" average)	Same with Quality Management component (18 SH completed in MHA program)
	New course: MGT 5XX Health Services Information Technology and Innovation 1.5 SH component (MGT 580 or MGT 582)
Electives (12 SH)	
MGT 550 Selected Topics in Management	same
MGT 584 Long Term Care Administration (MGT 580, 582)	same with Quality Management component (MGT 580 or MGT 582)
MGT 586 Health Services Marketing (MGT 580, 582)	same (MGT 580 or MGT 582)
MGT 587 Health Services Law (MGT 580)	same (MGT 580 or MGT 582)
MGT 598 Faculty Developed Study	same
MGT 599 Student Developed Study	same
Elective courses from the Management Department, and from other Ansell School and non-Ansell departments. Must be approved by MHA Coordinator	same
MGT 544 Negotiation & Conflict Resolution (MGT 501)	same (no prerequisite)
MGT 548 Organizational Excellence (MGT 547)	same (permission of instructor)
	New Course: MGT 5XX Healthcare Administrative Residency 3 – 6 SH
36 SH Total	36 SH Total

Summary of All Curriculum Actions Regarding Specific Courses within the MHA Program Revision

Course	Type of Action	Specific Action
MGT 544 Negotiations & Conflict Resolution	Change Prerequisite	Eliminate MGT 501 as prerequisite, course will not have a prerequisite
MGT 547 Human Resource Management	Change Prerequisite	Eliminate MGT 501 as prerequisite, course will not have a prerequisite
MGT 548 Organizational Excellence	Change Prerequisite	Eliminate MGT 547 as prerequisite, course will not have a prerequisite
MGT 580 Health Delivery Systems	Change Course Outline	Insert Quality component
MGT 581 Health Services Financial Management	Change Prerequisite Change Course Outline	Change from MGT 580 to "MGT 580 or MGT 582" Insert Quality component
MGT 582 Managing Health Services Organizations	Change Course Outline	Insert Quality component
MGT 584 Long-Term Care Administration	Change Prerequisite Change Course Outline	Change from MGT 580 to "MGT 580 or MGT 582" Insert Quality component
MGT 585 Health Services Quality Management	Revise Course	MGT 5xx Health Services Quality Tools 1.5 Credits, Change course title, description, outline, credit hours, prerequisites
MGT 586 Health Services Marketing	Change Prerequisite	Change from MGT 580 to "MGT 580 or MGT 582"
MGT 587 Health Services Law	Change Prerequisite	Change from MGT 580 to "MGT 580 or MGT 582"
MGT 591 Introduction to Health Policy	Change Prerequisite Change Course Outline	Change from MGT 580 to "MGT 580 or MGT 582" Insert Quality component
MGT 595 Strategic Management for Health Services	Change Prerequisite Change course outline	Change from MGT 580, 581, 582, MGT 585, B average to "18 SH completed in the MHA program" Insert quality component
MGT 5xx Health Services Information Technology and Innovation	Establish new course	1.5 credit new course, 1.5 credits from the old 3 credit MGT 585 that is now only 1.5 credits
MGT 5xx Healthcare Administrative Residency	Establish new elective course	3 – 6 credit new course

Students

Students must now meet a requirement of two years of full-time work prior to entering the program. Students who have not worked in the healthcare field may elect to enroll in the Healthcare Administrative Residency course to strengthen their credentials.

Faculty

Full-time faculty:

Dr. Stan Bazan

Dr. Eugene Buccini

Dr. Fred Tesch

Part-time faculty:

Ms. Patricia O'Connor

Learning Resources

Since the program has been in operation, there are no additional resources needed at this time.

Facilities

Since the program has been in operation, there are no additional facilities needed at this time.

Fiscal Note

No negative financial impact.

Review of Documents

- a) Campus Review – Approved by provost 5.15.15
- b) Campus Budget and Finance – N/A
- c) Campus President – N/A
- d) Academic Council – submitted for Approval at the August 5, 2015 meeting.
- e) System Office

Accreditation

Not Applicable.

August 5, 2015 – Academic Council

August 28, 2015 – BOR-Academic and Student Affairs Committee

September 17, 2015 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Modification of a Program

September 17, 2015

RESOLVED: That the Board of Regents for Higher Education approve the modification of a graduate program in Health Administration, leading to a Masters in Health Administration (MHA) degree at Western Connecticut State University.

A True Copy:

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

ITEM

Licensure of the program “Cisco Certified Networking Associate (CCNA)” leading to a Certificate at Capital Community College for a period of three years until 2018.

BACKGROUNDSummary

The proposed CCNA Certificate was part of the Computer Networking Degree and Certificate programs approved in June 2015 but this particular certificate was inadvertently left out of the resolution language. The rest of this background material is repeated from the proposal in June approving the Computer Networking Degree and the Computer Networking Certificate.

The proposed Associate in Science, Computer Networking Degree; Computer Networking Certificate, and CCNA Certificate, align with Capital Community College's mission to offer associate degrees and certificates that prepare individuals for careers and for transfer into baccalaureate programs. The proposed programs will prepare graduates for entry-level employment in the networking information technology industry, and for transfer to baccalaureate programs in Networking Information Technology.

Need for the Program

Computer Networking was identified as an emerging occupation for which additional training programs are needed. The proposed degree and certificate programs meet the goals of a Department of Labor TAACCCT grant, in both developing highly skilled workers for the information technology industry, and in providing a menu of educational options ranging from certificates to associate degrees with the potential for transfer to bachelor degree programs. The employment projections in the computer networking sector looks bright for students completing the proposed program. The demand for skilled workers in computer networking is expected to increase at both state and national levels.

Curriculum*Core Courses*

CST 201 Introduction to MIS
CST 231 Data Communications and Networking I
CST 281 Data Communications and Networking II
CST 171 LAN System Management
CST 282 Data Communications and Networking III
CST 264 Unix/Linux System Administration
CST 283 Data Communications and Networking IV

Learning Outcomes

In addition to the acquisition of general education competencies, graduates that complete the Computer Networking degree will be able to:

1. Demonstrate an understanding of the fundamentals of information technology and information systems and their importance and impact in business and society.
2. Identify and describe basic communication technologies, devices, and components used in Local and Wide Area Networks.

3. Identify and describe various types of analog and digital communication transmission media including coax, twisted pair, fiber, and wireless media.
4. Demonstrate the use of appropriate tools to assist with administering and troubleshooting computers, media, and devices on a network.
5. Setup, configure, and administer network servers and client workstations in workgroups and domain-based networks.
6. Design, build, and manage multilayer-switched networks and scalable internetworks using routers, switches, hubs, computers, servers, transmission media, network protocols, and network security.
7. Apply comprehensive theoretical knowledge, problem-solving skills, and ethical principles to address case studies and practical applications in networking and information technology.

Students

Through CCC's participation in the Northeast Resiliency Consortium, CCC will receive funding for a Recruitment & Retention Coordinator and Veterans Services Coordinator to support program recruitment. Through these efforts and others, CCC projects an enrollment of 14 students in the degree program in the first year the program is offered.

PROJECTED Enrollment	First Term Year 1		First Term Year 2		First Term Year 3	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Internal Transfers <i>(from other programs)</i>	6	2	2	2	2	2
New Students <i>(first time matriculating)</i>	4	2	5	3	6	4
Continuing <i>(students progressing to credential)</i>	0	0	8	3	8	6
Headcount Enrollment	10	4	15	8	16	12

Faculty

Existing faculty members will teach courses in the Computer Networking program. One full-time grant-funded faculty member/program coordinator was already hired by the college to support this program. Adjunct faculty will be added as necessary to accommodate additional sections due to increased program enrollment and will be required to have a minimum of a Master's degree in a networking information technology related field as well as teaching and work experience.

Learning Resources

No new equipment or software is needed to upgrade the labs to support this program.

Facilities

CCC will be able to use existing computer and networking laboratories to teach all the proposed courses in the degree and certificate programs.

Fiscal Note

Through CCC's participation in the Northeast Resiliency Consortium TAACCCT grant, CCC is receiving funding for a Recruitment & Retention Coordinator and Veterans Services Coordinator to support program recruitment. Through these efforts and others, CCC projects an enrollment of 14 Computer Networking students in the first year the proposed programs are offered. Through the grant, CCC will also receive funding for new equipment/software for the first two years of the proposed degree program. The grant additionally funds a Job Developer/Placement Coordinator to coordinate student internships and job placement. During and after the grant period, CCC will use existing full-time faculty in the Computer and Information Systems Program in addition to the new Computer Networking/Cyber Security faculty member to teach courses and coordinate the program.

Review of Documents:

- a) Campus Review
- b) Campus Budget and Finance
- c) Campus President
- d) Academic Council
- e) System Office

2/11/2015 – Academic Council

8/28/2015 – Academic and Student Affairs Committee

9/17/2015 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

a new program

September 17, 2015

RESOLVED: That the Board of Regents for Higher Education license the program Cisco Certified Networking Associate (CCNA) leading to a Certificate at Capital Community College for a period of three years until June 30, 2018.

A True Copy:

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

ITEM

The Board of Regents for Higher Education amends its process regarding Academic Program Proposals and Approval Process at the Connecticut State Colleges and Universities

BACKGROUND

On January 19, 2012, the Board of Regents approved a process regarding “Review of Proposals and Approval of Programs in Connecticut Public Higher Education.” This process was in connection with the Connecticut General Assembly’s reorganization of the governance structure of public higher education in the state and transferred responsibility for academic program approval to the Board of Regents for Higher Education.

Subsequent legislation eliminated the Board of Governors of the Department of Higher Education and later also removed responsibility for the University of Connecticut’s academic program approval from the Board of Regents [CGS: Chapter 185, Sec.10a-6].

ANALYSIS

The proposed process revises language to correspond with current legislation. Additionally, as the process has evolved over the last three years, review has determined other small revisions necessary in the language. These proposed revisions will bring the process into compliance with State law and the current procedures being followed at Board of Regents system office and the institutions.

RECOMMENDATION

That the Board of Regents for Higher Education amends the Academic Program Approval Process as detailed above and contained in the attached “Academic Program Proposals and Approval Process at the Connecticut State Colleges and Universities.”

08/28/2015 – Academic & Student Affairs Committee
09/17/2015 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

ACADEMIC PROGRAM PROPOSALS
AND APPROVAL PROCESS

AT

THE CONNECTICUT STATE COLLEGES AND
UNIVERSITIES

September 17, 2015

WHEREAS, the Board of Regents for Higher Education, in accordance with Connecticut State Legislation and the reorganization of the Connecticut State Colleges and Universities, approved a Program Approval Process on January 19, 2012, and

WHEREAS, the Connecticut State Legislature subsequently passed further legislation with additional reorganization, eliminating certain procedures contained within the process, and

WHEREAS, further review of the Program Approval Process has indicated additional adjustments to the language of the process, now therefore be it

RESOLVED, that the Board of Regents formally amends its process by adopting the attached revised “Academic Program Proposals and Approval Process at the Connecticut State Colleges and Universities.”

A True Copy:

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

Academic Program Proposals and Approval Process at the

Connecticut State Colleges and Universities

(Board of Regents for Higher Education: Approved 01/19/2012, Revised 09/17/2015)

Context

The Connecticut General Assembly reorganized the governance structure of public higher education in the state, and transferred the responsibility for academic program approval to the Board of Regents for Higher Education (BOR)¹. This document outlines the process and conditions for conducting academic program approvals under the BOR. The intent is to maintain consistency with state regulations while at the same time embracing the operating principles spelled out in the section immediately below.

Operating principles

- *Nimbleness* - streamlining and focusing approval process to ensure highest significance for every step
- *Responsiveness* - paying closest attention to state needs and the needs of students
- *Effectiveness* - advancing the distinctiveness and most productive use of resources of each institution, while at the same time exploring opportunities for collaboration and academic innovation

BOR review of the effectiveness and efficiency of the program approval process itself will be thorough and ongoing. Institutions will use current forms as established by the BOR's Provost's office.

Programs Requiring BOR Action

Programs need to be reviewed and approved by the BOR under one of the following categories. All program actions will be submitted to BOR office staff. Each item will be presented at Academic Council, then be submitted to the BOR Academic & Student Affairs Committee for review and recommended for pertinent action by the full BOR at their next meeting. The following categories undergo this process:

1. *New programs are:* a) A new degree program; b) a new major; or c) a new stand-alone certificate program that is Title IV eligible. No prior approval has existed for the program by either the BOR or the former BOGHE (Board of Governors for Higher Education). Institutions shall seek approval of new programs either as Licensure or simultaneous Licensure and Accreditation:
 - a. *Licensure*, normally granted for a period of three years, authorizing the enrollment of students and their advancement toward the completion of degree requirements; or
 - b. *Simultaneous Licensure and Accreditation*, simultaneously authorizing the enrollment and award of credentials to students. The accreditation action is considered renewed with each regional accreditation of the institution. Simultaneous licensure and accreditation is generally sought for new degree and certificate programs that are closely related to a set of already existing programs and aligned with institutional strengths. A full description of the approval process of new programs is provided beginning on page 4 of this paper.
2. *Accreditation of a Licensed Program:* Program accreditation authorizes the institution to award credentials in the program. Accreditation is considered renewed with each renewal of the regional accreditation of the institution offering the program. Program accreditation should be pursued in a timely fashion toward the expected date of first graduation. The process for Accreditation approval requires a report on any

¹Sec. 10a-35a states the Board of Regents for Higher Education shall have authority over establishment of new academic programs for the universities, the regional community colleges, and Charter Oak State College

Academic Program Proposals and Approval Process
at the
Connecticut State Colleges and Universities
(Board of Regents for Higher Education: Approved 01/19/2012, Revised 09/17/2015)

changes to the program since its licensure action, details on program enrollments, any financial considerations, and the addressing of any issues brought up at the time program was licensed.

3. *Program Modification:* A program modification is the substantive change to a previously BOR/BOGHE-approved program. The following instances are processed as Program Modifications:
- a. Creation of a new undergraduate certificate program of more than 30 semester credit hours of courses belonging to a previously approved baccalaureate major(s) at a four year institution, or an associate degree program(s) at a two year institution; a new baccalaureate minor of more than 18 semester credit hours; a new undergraduate option or certificate containing more than 15 semester credit hours of courses not falling within a previously approved program(s), or a new graduate option or certificate program including more than 12 semester credit hours of courses not falling within a previously approved program(s). Modifications below these thresholds may also require approval if required by existing state regulations for the licensed professions or work area of the program;
 - b. Significant modifications in courses or course substitutions of more than 15 credits in a previously approved undergraduate degree program or more than 12 credits within a previously approved graduate degree program;
 - c. The authorization for an approved program to be offered at an off-campus location or using an alternate modality (e.g., on ground to online); and
 - d. A change in the title of a degree or title of program.

Application formats for the approval of program modifications will contain sections for background, rationale and nature of the modification, enrollment/degree awards estimates, and resource summary. Depending on the nature of the modification and the constituent unit to which the institution belongs, other additional details such as full course descriptions, course sequences, etc. may be required ².

4. *Program Discontinuation:* The discontinuation of an existing BOR/BOGHE-approved degree or certificate program must be authorized through BOR action. Program discontinuation consists of a phase out period during which any students in the program graduate and a termination step in which the program is taken off the official list of existing programs maintained by OHE (Office of Higher Education). Program discontinuation should:
- a. occur in the context of a related academic improvement, e.g., the merging of programs with declining enrollment/completions into a new program that effectively addresses relevant state needs and students' interests;
 - b. emerge as a result of the periodic Academic Program Review for all programs at each institution, under the guidance of existing BOR policy;
 - c. other institutional considerations such as redirecting capacity, adoption of new mission, etc.
- Program discontinuation should not impact state priorities for workforce preparation.

Programs that are Informational Items Only

² Constituent Units of Higher Education are: the Connecticut Community College System, the Connecticut State University System, Charter Oak State College. Administrative processes within these units may require additional information and review beyond what is outlined or required in this document and related process forms. For example, any certificate program created at a CC System institution, even if below threshold for BOR approval, requires an administrative review and entry of such program and its courses in the system-level operated programmatic database.

Academic Program Proposals and Approval Process at the

Connecticut State Colleges and Universities

(Board of Regents for Higher Education: Approved 01/19/2012, Revised 09/17/2015)

The following nonsubstantive instances require that a communication or form be submitted to BOR central office staff for inclusion in the agendas for the CSCU-AC and the BOR-ASA as an information item. They do not require a BOR resolution:

- a) new minors, concentrations/options, specializations or certificate programs not classified in the categories outlined above, i.e.:
 - i. an undergraduate certificate of program of 30 credit hours or fewer which falls within an approved program,
 - ii. a new baccalaureate minor of 18 or fewer semester credit hours,
 - iii. a new undergraduate option or certificate program of 15 or fewer semester credit hours,
 - iv. a new graduate option or certificate program of 12 or fewer semester credit hours
- b) programs that do not qualify students to become eligible for federal financial aid.

Academic Program Proposals and Approval Process
at the
Connecticut State Colleges and Universities
(Board of Regents for Higher Education: Approved 01/19/2012, Revised 09/17/2015)

PROCESS FOR THE APPROVAL OF ACADEMIC PROGRAMS

Summary of Process

- *Concept Paper.* Early in the proposal development phase at the local level, the institution submits a one-to-two-page *New Program Concept Paper* to the BOR Office which is shared with the CSCU Academic Council (BOR-AC)³ at its nearest possible meeting for early input, suggestions, and consideration of potential collaborations as appropriate.
- *New Program Proposal.* The institution creates a *Full Proposal* in a standard format and submits for review to the BOR Office. Site Visit/Team Visit is only required in special cases (e.g. new degree level, unique direction for the institution, new area of competence).
- Based on a *Planning and Quality Review*, the proposal moves first to the CSCU-AC and then to the BOR Academic and Student Affairs Committee (BOR-ASA) for review and recommendation for approval by the full Board.
- *Modification or Discontinuation.* The institution creates a proposal for either a modification or a discontinuation in the standard format and submits for review to the BOR Office. The proposal will subsequently be submitted to the CSCU-AC, then to the BOR-ASA and finally to the full BOR for pertinent action.

New Program-Process Details

1. *Sharing of New Program Concept Paper in Anticipation of Full Proposal*

Intent to establish new program is shared at a CSCU-AC meeting using a one-to-two-page concept paper sent to the BOR Office. CSCU-AC provides input as appropriate and in consideration of program justification and benefits, potential for transfer agreements, avoidance of unnecessary duplication, and creation of potential collaborations. Institution takes the comments from the AC under consideration and BOR Office facilitates any further communication as needed. The New Program Concept Paper should be submitted at a time established by the institution in consideration of estimated time of completion of the full proposal, posted dates of CSCU-AC, BOR-ASA, and BOR meetings, desired initiation date for the program, and any necessary lead time required by federal or state laws and regulations.

Notes: 1) Along with the New Program Concept Paper, the principal academic officer at the institution may require any additional information, as deemed necessary, for internal use at that institution and in conformance with local governance procedures; 2) In the few cases in which it may not be clear whether the program should fall in the New Program or Program Modification category, early consultation with the BOR Office is highly encouraged.

Timeframe - Ongoing, and at each BOR-AC meeting

2. *Submission of Full Proposal and BOR Office Review*

Provost/AVP/Academic Dean at institution submits a full proposal for Licensure/ Licensure and Accreditation to BOR Office using a standard electronic format; no paper copies are ever required. Substantive modifications of existing programs are also submitted in a standard format. BOR Office responds to applicant institution within two weeks of initial submission and may require that further information or clarifications be added to the proposal document. Proposal is e-mailed to CSCU-AC members as part of the agenda for the next meeting of this group. Members of the CSCU-AC are invited

³ The CSCU-AC is composed of the Principal Academic Officers from all institutions under the BOR: the College Deans or Provosts at the CCs, and the Provosts/AVPs at the CSUS and COSC. Meetings are planned and facilitated by BOR Academic and Student Affairs Staff.

Academic Program Proposals and Approval Process at the

Connecticut State Colleges and Universities

(Board of Regents for Higher Education: Approved 01/19/2012, Revised 09/17/2015)

to submit any final comments at the meeting in which the full proposal is being discussed. Occasionally, a conference call with pertinent principal academic officers and others may be conducted.

Full proposal application for a new program contains three sections: Section 1. General Information; Section 2. Program Planning Assessment; and Section 3. Quality Review. The BOR Office conducts a *Planning Assessment Review* in consideration of: a) how the program addresses Connecticut workforce needs and/or the social and economic wellbeing of the state, including employment prospects for program graduates/completers; b) potential for transfer agreements or transfer programs; c) all pro forma budgetary and cost considerations and projections. The BOR Office also conducts an internal *Quality Review* using the criteria in existing state regulation, conducts site visit if needed, and makes recommendation to the BOR Provost.

Note: In cases in which a site visit takes place, such as new degree level (e.g., a masters degree level is offered for the first time), unique direction for the institution (e.g., a new school or department is created), new area of competence or type of program (e.g., the first Professional Science Master to be offered), such visit will be conducted in a fashion that contributes to the preparation for the particular professional/national accreditation, or consistent with BOR-approved Academic Program Review policy. Programs requiring simultaneous approval by a designated state agency other than the BOR (such as educator preparation programs approved by the State Department of Education) will undergo an onsite visit in conformity with the process and requirements of such agency.

Timeframe - From two weeks to no more than six weeks (in cases requiring a site visit)

3. *Approval*

Proposal is added to the nearest BOR-ASA meeting for discussion and recommendation for full Board approval. Following the ASA meeting, the BOR Provost places the item in the agenda of the nearest full Board meeting.

Timeframe - Between one and two months, depending on timing of BOR-ASA and BOR meetings

Important Requirement for Any New Program

Any new program that entitles an enrollee to apply for federal student financial aid under Title IV must receive approval by the BOR. The institution is responsible for determining that a program is eligible. Once approved, the institution is also responsible for compliance with all Title IV requirements and procedures declaring the approved program as eligible⁴.

Overall Timeframe

No longer than two months for nonsubstantive changes. No longer than four months for cases in which a site visit is conducted.

Document Flow

The totality of the process is conducted electronically, except for the printing of materials for the BOR.

Nature of this Document

This document constitutes Board of Regents policy for academic program approval for the CSCU public higher education institutions in the state of Connecticut.

⁴ <http://www.eligcert.ed.gov/>

ITEM

Request to authorize Manchester Community College to name the MCC Library and Learning Resource Center building in Raymond F. “Sonny” Damato’s honor.

BACKGROUND

The Board of Regents has the sole authority to provide for the naming of facilities and programs for the Connecticut State College and University System. According to the predecessor Board of Trustees policy (Section 4.7.2, amended in 2006), buildings or substantial portions thereof, including the library, auditorium, dining hall, or exterior campus areas, may be named in memory of persons or after subjects of historic, cultural, academic, geographic or other nature.

ANALYSIS

Sonny Damato, 86, of Manchester, died on April 25, 2014. Prior to his passing, Sonny’s involvement with MCC included taking Italian courses through the Continuing Education department and donating \$7,000 to the MCC Foundation through the Evening of Fine Wines. It wasn’t until Sonny’s passing that MCC was notified of his bequest, which equals 20 percent of his estate after disbursement to family. While the estate won’t be completely settled for two to three years, estimates range the total bequest to MCC Foundation will be between \$4 and \$7 million. An initial disbursement from his estate has already been made to the Foundation in the amount of \$240,000.

Sonny was born in 1927 and was a lifelong resident of Manchester. He took great pride in his family, his business, political affiliations, antique cars and involvement in numerous community organizations. His career began at the age of 12 operating a bulldozer working construction alongside his father and brother. His first independent venture at age 20 was a successful hot dog stand, Frankie’s Drive-In, which also sponsored a semi-professional basketball team. During his mid-twenties, he leased the restaurant and devoted his efforts to the business that made him locally famous: building apartments. His first building included six units. The initial effort transitioned into nearly 400 units today, now known as Damato Enterprises.

For many years he served on the board of directors for many local organizations including: The Savings Bank of Manchester, Eastern Connecticut Health Network (ECHN), and the Eighth Utilities District of Manchester. Fondly referred to as the “Mayor of Homestead Park,” Sonny was devoted to the growth and development of the town of Manchester. By far, his greatest pride was his family, followed by the town of Manchester.

RECOMMENDED MOTION FOR FULL BOARD

The Board of Regents resolves that Manchester Community College is authorized to name the Library and Learning Resource Center building in honor of Raymond F. “Sonny” Damato.

RESOLUTION

naming

THE LIBRARY and LEARNING RESOURCE CENTER

at

MANCHESTER COMMUNITY COLLEGE

IN HONOR OF RAYMOND F. "SONNY" DAMATO

September 17, 2015

WHEREAS, In accord with the Naming Policy for the Connecticut Community Colleges (4.7.2), the Board of Regents has the sole authority to provide for the naming of facilities and programs to honor those who have made a significant and enduring contribution within the CCC System, and

WHEREAS, Raymond F. "Sonny" Damato was a lifelong resident of Manchester, a student at Manchester Community College and an avid supporter of the College, and

WHEREAS, Mr. Damato was devoted to the growth and development of the Town of Manchester and served on many local boards, and

WHEREAS, Before his passing in 2014, Mr. Damato made generous provisions to bequest a portion of his estate to Manchester Community College, be it therefore

RESOLVED, That the Board of Regents for the Connecticut State Colleges and Universities designates the Library and Learning Resource Center at Manchester Community be named hereafter in honor of Raymond F. "Sonny" Damato.

A True Copy:

Erin A. Fitzgerald
Secretary

ITEM

Establishment of Tuition and Fees for the Master of Science in Organizational Effectiveness & Leadership at Charter Oak State College (“COSC”)

BACKGROUND

The Board, under its statutory authority (CGS 10a-6), establishes state-wide tuition and student fee policies. Regents approved the Master of Science in Organizational Effectiveness & Leadership, the first graduate program at Charter Oak State College (COSC), in May of 2015 at the recommendation of the Academic and Student Affairs Committee. The program was not yet ready for approval of tuition and fees at the normal time the Finance and Infrastructure Committee makes its recommendations for the system, therefore this out-of-sequence request for approval is submitted.

ANALYSIS

COSC is currently pursuing approval from NEASC for this Master’s degree and expects to hear from the accreditors this fall.

COSC would like to begin the recruitment process immediately after anticipated approval by NEASC. After careful market consideration, tuition and fees for this program are recommended as follows:

	In-State	Out-of-State
Tuition	\$450/credit	\$470/credit
Student Services Fee	\$320/per semester	\$340/per semester
Technology Fee	\$52/per semester	\$52/per semester

The proposed rates were derived via a market strategy to provide the lowest cost Master’s degree in the region, without giving away potential revenue. The following peer organizations and respective fees were evaluated:

Empire State College: \$453 per credit for residents and \$634 per credit non-residents
Thomas Edison State College: \$645 per credit
Granite State College: \$495 per credit residents and \$525 per credit non-residents
Excelsior College: \$620 per credit

In addition, COSC would like to assess a non-refundable deposit fee of \$150 for all students after acceptance into the program. The deposit would indicate their commitment to enroll in courses.

RECOMMENDED MOTION FOR FULL BOARD

COSC requests approval of the attached Resolution concerning tuition and fees, effective for Academic Year 2016-17. Tuition and fees may be adjusted by the Board of Regents when it considers cost of attendance at all CSCU institutions in 2017.

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

ESTABLISHMENT OF TUITION AND FEES FOR THE MASTER OF SCIENCE IN
ORGANIZATIONAL EFFECTIVENESS AND LEADERSHIP
AT
CHARTER OAK STATE COLLEGE

September 17, 2015

WHEREAS, On May 21, 2015 the Board of Regents licensed a program in Organizational Effectiveness and Leadership leading to as Master of Science (M.S.) degree at Charter Oak State College for a period of three years until May 31, 2018, and

WHEREAS, Pursuant to the provisions of Section 10a-6 of the Connecticut General Statutes, "...the Board of Regents for Higher Education shall establish state-wide tuition and student fee policies...", and

WHEREAS, Charter Oak State College is desirous to begin the recruitment process immediately after receiving accreditation by the granting authority, now therefore, be it

RESOLVED, That tuition and fees for this program are approved as follows:

	In-State	Out-of-State
Tuition	\$450/credit	\$470/credit
College Fee	320/per semester	340/per semester
Technology Fee	52/per semester	52/per semester
A non-refundable deposit fee of \$150 for all students after acceptance into the program.		

And be it further,

RESOLVED, That the tuition and fee schedule for this program be effective for Academic Year 2015-16, then be reevaluated for adjustment.

A True Copy:

Erin A. Fitzgerald
Secretary

CSCU 2020
Monthly Project Status Report
Reporting Period Through July 2015

PROJECT NAME	FUND SOURCE	PROJECTED SUBSTANTIAL COMPLETION DATE	PROJECT BUDGET			PERCENTAGE OF COMPLETION	PROJECT ON SCHEDULE	REASON FOR DELAY	ACTIVITY SINCE PREVIOUS REPORT
			BUDGET	EXPENDITURES TO DATE	PROJECTED EXPENDITURES				
CCSU									
Burritt Library HVAC Code Compliance Improvement	2020	4/1/2013	2,182,000	240,257	2,182,000	11%	N	Project to commence Summer 2015	X
General Fund Minor Capital Improvements Program (FY 2011)	2020	Ongoing	462,500	447,600	462,500	97%	Y		X
General Fund Minor Capital Improvements Program (FY 2013)	2020	Ongoing	2,235,000	1,590,324	2,235,000	71%	Y		X
Auxiliary Services Fund Facilities (FY 2013)	2020	Ongoing	3,200,000	1,962,647	3,200,000	61%	Y		
ITBD Renovations	2020	TBD	200,000		200,000	0%	Y		
HVAC Improvements - Campus-Wide	2020	Ongoing	5,970,000	4,464,615	5,970,000	75%	Y		
Copernicus Hall Lower Roof Replacement	2020		722,000		722,000	0%	Y		
Maloney Hall HVAC Improvements	2020	4/28/2016	1,220,000	229,274	1,220,000	19%	Y		X
Willard & DiLoreto Hall Renovate/Expand (Design)	2020		8,360,137	17,424	8,360,137	0%	Y		X
Kaiser Hall/Bubble Renovations	2020		24,264,456		24,264,456	0%	Y		X
Engineering Classroom Building (Design)	2020		9,900,000		9,900,000	0%	Y		X
Barnard Hall Additions & Renovations (Design)	2020		3,680,000		3,680,000	0%	Y		X
Burritt Library Renovations & Expansions (Design)	2020		5,161,000	240,257	5,161,000	5%	Y		X
New Northeast Food Service Facility	CHEFA	4/18/2016	10,304,000	1,179,979	10,304,000	11%	Y		
Minor Capital Improvement Projects	CHEFA	Ongoing	800,000	647,927	800,000	81%	Y		
New Residence Hall	CHEFA	9/30/2015	82,000,000	61,798,004	82,000,000	75%	Y		X
ECSU									
General Fund Minor Capital Improvements Program (FY 2009)	2020	Ongoing	872,686	855,666	872,686	98%	Y		
General Fund Minor Capital Improvements Program (FY 2013)	2020	Ongoing	3,325,000	2,510,671	3,325,000	76%	Y		
General Fund Minor Capital Improvements Program (FY 2014)	2020	Ongoing	1,000,000	831,906	1,000,000	83%	Y		
Fine Arts Instructional Center	2020	5/1/2016	83,556,000	55,985,846	83,556,000	67%	Y		X
New Warehouse	2020		2,269,000	2,154,554	2,154,554	100%	Completed		
Auxiliary Services Fund Facilities (FY 2012)	2020	Ongoing	2,200,000	1,862,504	2,200,000	85%	Y		
Auxiliary Services Fund Facilities (FY 2014)	2020	Ongoing	1,000,000	464,598	1,000,000	46%	Y		X
Goddard / Communication Building Renovations (Design)	CHEFA	1/2/2018	2,551,000	71,855	2,551,000	3%	Y		
Shafer Hall Renovations (Design)	CHEFA	1/2/2018	4,100,000	111,279	4,100,000	3%	Y		
SCSU									
Academic Laboratory Building (New)	2020	7/1/2015	67,587,000	54,666,466	67,587,000	81%	Y		X
Buley Library Addition & Renovations (2020 Share)	2020	1/1/2016	17,437,937	17,437,937	17,437,937	100%	Completed		X
General Fund Minor Capital Improvements Program (FY 2013)	2020	Ongoing	1,299,000	1,291,541	1,299,000	99%	Y		
General Fund Minor Capital Improvements Program (FY 2014)	2020	Ongoing	1,000,000	976,306	1,000,000	98%	Y		X
General Fund Minor Capital Improvements Programs (FY 2015)	2020	Ongoing	1,000,000	241,686	1,000,000	24%			X
Moore Field House - Swimming Pool Renovations	2020		925,000	821,800	821,800	100%	Completed		X
Moore Field House Locker Room Renovation, Phase III	2020		1,023,800	982,367	1,023,800	96%	Y		X
Moore Field House Roof Replacement, Phase II	2020	9/30/2015	1,119,592	691,953	1,119,592	62%	Y		
Wintergreen Renovations	2020	12/1/2015	1,975,000	480,224	1,975,000	24%	Y		X
Auxiliary Services Fund Facilities (FY 2011)	2020	Ongoing	1,126,265	1,052,346	1,126,265	93%	Y		
Auxiliary Services Fund Facilities (FY 2012)	2020	Ongoing	2,800,000	1,561,273	2,800,000	56%	Y		
Auxiliary Services Fund Facilities (FY 2013)	2020	Ongoing	400,000	0	400,000	0%	Y		
Auxiliary Services Fund Facilities (FY 2009)	2020	Ongoing	5,466,717	5,253,284	5,466,717	96%	Y		
Auxiliary Services Fund Facilities (FY 2015)	2020	Ongoing	1,000,000	0	1,000,000	0%	Y		
Brownell Hall Mechanical & Electrical Improvements	CHEFA	10/15/2015	2,684,000	2,131,589	2,684,000	79%	Y		X
North Campus Residence Hall Upgrades	CHEFA	2/28/2016	3,305,000	873,481	3,305,000	26%	Y		X
Minor Capital Improvement Project	CHEFA	Ongoing	1,100,000	1,081,069	1,100,000	98%	Y		X
WCSU									
Fine Arts Instructional Center	2020	4/1/2014	97,593,000	85,762,543	85,762,543	100%	Completed		X
General Fund Minor Capital Improvements Program (FY 2009)	2020	Ongoing	1,485,000	1,221,906	1,485,000	82%	Y		
General Fund Minor Capital Improvements Program (FY 2011)	2020	Ongoing	1,165,000	995,906	1,165,000	85%	Y		
General Fund Minor Capital Improvement Program (FY 2012)	2020	Ongoing	950,000	585,387	950,000	62%	Y		X
General Fund Minor Capital Improvements Program (FY 2013)	2020	Ongoing	545,000	396,383	545,000	73%	Y		X
General Fund Minor Capital Improvements Program (FY 2014)	2020	Ongoing	1,000,000	130,117	1,000,000	13%	Y		X
Higgins Hall Annex - Learning Emporium	2020	10/1/2015	807,025	583,387	807,025	72%	Y		
Steam and Hot Water Utilities' Infrastructure									
Central Heat Plant Improvements	2020	Ongoing	1,975,000	1,626,227	1,975,000	82%	Y		
Auxiliary Services Fund Facilities (FY 09)	2020	Ongoing	985,000	685,459	985,000	70%	Y		
Auxiliary Srvices Fund Facilities (FY 11)	2020	Ongoing	1,081,000	39,950	1,081,000	4%			
New Police Station (Design Only)	2020	12/1/2016	500,000	131,974	500,000	26%	N	Legislation did not reallacate funding	X
Litchfield Hall Renovations (Design)	2020		1,139,213	203,005	1,139,213	18%	Y		
Telecom Room - HVAC Improvements, Phase II	2020		472,000	199,300	472,000	42%			X
Westside Athletic Complex Synthetic Turf Replacement	2020		853,450	610,322	610,322	100%	Completed		X
Westside Campus Parking Garage (Design)	CHEFA	3/10/2016	1,233,000	0	1,233,000	0%	Y		X
Litchfield Hall Renovations (Design)	CHEFA	1/17/2016	1,064,000	284,877	1,064,000	27%	Y		X
Litchfield Hall Renovations (Construction)	CHEFA	5/12/2017	9,130,000	0	9,130,000	0%	Y		X
Minor Capital Improvement Projects	CHEFA	Ongoing	1,397,000	1,109,437	1,397,000	79%	Y		X

PROJECT NAME	FUND SOURCE	PROJECTED SUBSTANTIAL COMPLETION DATE	PROJECT BUDGET			PERCENTAGE OF COMPLETION	PROJECT ON SCHEDULE	REASON FOR DELAY	ACTIVITY SINCE PREVIOUS REPORT
			BUDGET	EXPENDITURES TO DATE	PROJECTED EXPENDITURES				
Asnuntuck									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	1,152,497	620,381	1,152,497	54%	Y		X
Advanced Manufacturing (Design)	2020	10/1/2014	2,000,000	1,300,000	2,000,000	65%	Y		X
Campus-Wide Infrast. Improvement (Design/Bid)	2020		1,255,000		1,255,000	0%	N	Currently in Bid-Phase	X
Alterations, Renovations & Improvements to Existing Building	Bond		12,697,755	1,254,500	12,697,755	10%	Y		
Capital									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	809,036	36,070	809,036	4%	Y		X
Gateway									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	726,041	257,389	726,041	35%	Y		X
Housatonic									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	830,436	468,099	830,436	56%	Y		X
General Fund Parking Structure	2020		110,000		110,000		Y		X
Addition & Renovations (Design)	Bond		45,136,817	4,215,922	45,136,817	9%	Y		X
Parking Garage Repairs, Phase II	Bond		3,907,258	498,000	3,907,258	13%	Y		X
Manchester									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	1,156,451	160,682	1,156,451	14%	Y		X
Compl/Infrast. Improvement - Campus-Wide Strucuture - Concrete Repairs	2020		450,000		450,000	0%	N	Project On Hold	X
Middlesex									
Code Compliance/Infrastructure Imp. - Minor Capital Projects	2020	Ongoing	1,195,803	78,936	1,195,803	7%	Y		X
Roof/Re-Roofing Investigation	2020		500,000		500,000	0%	N		
Wheaton Hall - Chem Lab Renovations	2020		800,000	47,000	800,000	6%	Y		
Advanced Manufacturing (Pre-Design)	2020		299,418	44,400	299,418	15%	Y		
Naugatuck									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	2,063,574	261,922	2,063,574	13%	Y		X
Compl/Infrast. Improvement -Campus-Wide Remediation	2020		980,000		980,000	0%	Y		
Code Compl/Infrast. Improvement -Sprinkler Lab Relocation Project	2020		400,000	319,371	400,000	80%	Y		X
General Fund Parking Structure	2020	Ongoing	54,650		54,650	0%	Y		X
Founders Hall - Alteration & Renovations	Bond		32,417,627	3,241,379	32,417,627	10%	Y		X
Northwestern									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	831,767	205,861	831,767	25%	Y		X
Joyner Building - Veterinarian Technologies & Allied Health Services	2020		24,650,786		24,650,786	0%	Y		
Norwalk									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	1,460,002	1,128,321	1,460,002	77%	Y		X
Library HVAC Repairs/Adj.	2020		430,000	327,458	327,458	100%	Completed		
East Campu Chiller Replacement	2020		1,385,000		1,385,000	0%	Y		
Phase III Additions & Renovations (Design)	Bond		28,800,000		28,800,000		Y		
Quinebaug									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	707,215	89,710	707,215	13%	Y		X
Parking & Site Improvements	Bond		2,189,622		2,189,622	0%	Y		X
HVAC Improvements	Bond		1,612,500		1,612,500	0%	Y		X
Advanced Manufacuring	Bond	12/30/2016	8,898,724	564,000	8,898,724	6%	Y		X
Three Rivers									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	679,601	96,374	679,601	14%	Y		X
Boiler Replacement	2020		950,000		950,000	0%	Y		
Indoor Air Quality Adjustments	2020		450,000		450,000	0%	Y		
Campus-Wide Site Remediation	2020		450,000		450,000	0%	Y		
Tunxis									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	824,172	160,651	824,172	19%	Y		X
Third Floor Classroom	Bond		4,993,817		4,993,817	0%	Y		
Charter Oak									
Code Compliance/Infrastructure Impr. - Minor Capital Projects	2020	Ongoing	60,570	22,269	60,570	37%	Y		X
SYSTEM									
Master Plan Upgrades	2020	Ongoing	3,390,000	702,080	3,390,000	21%	Y		X
Consolidation & Upgrades of Student Finanical IT Systems	2020		20,000,000	18,109,908	20,000,000	91%	Y		
Smart Classroom Technology (SMART)	2020		20,000,000	2,030,531	20,000,000	10%	Y		
Telecom Upgrades to Campuses - Wireless	CHEFA	9/26/2011	4,001,900	3,959,509	3,959,509	100%	Completed		X
Telecom Upgrades to Campuses	2020		7,500,000	7,500,000	7,500,000	100%	Completed		X
New & Replacement Equipment (FY 2009)	2020	Ongoing	10,000,000	10,000,000	10,000,000	100%	Completed		X
New & Replacement Equipment (FY 2011)	2020	Ongoing	8,000,000	8,000,000	8,000,000	100%	Completed		X
New & Replacement Equipment (FY 2012)	2020	Ongoing	8,895,000	8,895,000	8,895,000	100%	Completed		X
New & Replacement Equipment (FY 2013)	2020	Ongoing	9,500,000	9,044,828	9,500,000	95%	Completed		X
New & Replacement Equipment (FY 2015)	2020	Ongoing	15,000,000	4,123,846	15,000,000	27%	Y		X
New & Replacement Equipment (FY 2016)	2020	Ongoing	10,415,000		10,415,000	0%	Y		X
<div>PROJECT SCHEDULE COLOR CODE</div> <div><div></div>PROJECT IS WITHIN SCHEDULE ISSUE</div> <div><div></div>MINOR PROJECT SCHEDULE ISSUE</div> <div><div></div>SIGNIFICANT PROJECT SCHEDULE ISSUE</div>									

ITEM

Adoption and Implementation of the Connecticut State Colleges and Universities System's Consolidated Classification and Compensation System for Management and Confidential Professional Personnel

BACKGROUND

The Board of Regents determined that the 17 institutions and system office that comprise the Connecticut State University System required a classification and compensation structure within a framework that is consistent, predictable and market driven. Sibson Consulting, a member of The Segal Company (Eastern States), Inc. was selected as a result of a competitive bidding process and entered into an agreement with the Board of Regents for Higher Education in October 2013 to conduct a Consolidated Classification and Compensation Structural Study ("the Study") encompassing three legacy governing boards with three distinct compensation and classification systems. In total, those systems had 43 distinct salary grades covering approximately 300 non-represented employees.

The Connecticut State University System Office had a compensation system comprised of 23 salary grades for management and confidential professional personnel that covered classifications ranging from a trainee position up to and including the CSU Senior Vice Chancellor for Academic and Student Affairs.

The four CSU Presidents and the CSU System Chancellor positions were not included in the salary system. There was a single salary set for CSU Presidents and the CSU System President salary was negotiated and set via contract.

The Connecticut Community College System had a compensation system comprised of 12 salary grades for management and confidential professional personnel that covered classifications from Educational Services Aide up to and including the College Presidents. The CCC System Chancellor position was not included in the salary system as the salary was negotiated and set via contract.

Charter Oak State College had a compensation system comprised of 8 salary grades for management and confidential professional personnel that covered classifications from Professional Technical Associate up to and including the Executive Director.

The deliverables of the Sibson Study included the creation of a uniform compensation system using a point factor instrument (PFI) that contains common classifications, pay lines and salary grades in a single salary structure; a uniform classification specification template, migration plan guidelines by which all employees will be moved to the new system; and a template for the development of administrative procedures that will regulate the upkeep of the system and training for Human Resources staff on all aspects of the new system to ensure consistency in application across the system.

As a first step in the process of creating a consolidated and consistent compensation system, in March 2015 the Board of Regents approved the Connecticut State Colleges and Universities Presidential Compensation Guidelines that contain a presidential compensation schedule consisting of salary levels associated with the presidential classification appropriate to institution size and market data. The guidelines also provide direction on how salaries should be set within a level. Individuals will progress through the levels based on growth in their knowledge and experience, as well as performance.

ANALYSIS

The Sibson consulting team worked with the System Office's Human Resources staff to develop an understanding of the history and the context of the existing salary structures and current administrative and compensation practices. The study started with a lengthy information gathering process, followed by a thorough job evaluation of each position that led to an external market pricing assessment for most positions. All management and confidential professional personnel were contacted by Sibson and invited to explain their current job responsibilities. Job evaluations were conducted using Sibson's Market Pay instrument (PFI) that assigns points to each position based on the job's role, supervisory responsibilities, education and experience requirements, complexity and problem solving requirements, level of independence and decision making, scope and measurable effect of the job and the performance horizon (length of time in position that is necessary to measure effectiveness of incumbent's job performance).

Sibson identified comparison markets for the System Office, small community colleges, large community colleges, small state universities and large state universities, by looking at similar institutions in terms of Carnegie Classification, budget size, student enrollments, and faculty and staff counts. Sibson included in the comparison markets those institutions previously identified by the colleges and universities as peer institutions. Sibson also identified the following appropriate salary survey sources based on legitimacy, relevance, types of jobs and appropriate peer participants: College and University Professional Association for Human Resources (CUPA-HR), Towers Watson, Mercer and Kenexa. Sibson conducted preliminary benchmarking of CSCU jobs and reviewed matches with the System Office Human Resources (HR) staff. Where job descriptions were available, Sibson reviewed them to understand each job's general purpose, essential duties and responsibilities, supervisory responsibilities and requirements such as skills, education, experience, etc. Where job descriptions were not available for CSCU positions, Sibson benchmarked the role based on the job title and their knowledge of similar jobs in higher education. The role content and the appropriateness of the survey match were confirmed with a committee of HR staff representing the institutions as well as the System Office. An online survey of all incumbents in a management or confidential professional position was conducted that supplemented existing job data. Sibson then reviewed survey thumbnail descriptions for all jobs to ensure matches and jobs were matched to more than one survey to get an accurate reflection of the market consensus.

Market assessment coverage is defined as the number of benchmarked incumbents as a percent of total incumbents in an institution. Total coverage across CSCU is high, with 82 percent of incumbents benchmarked. Some positions could not be benchmarked due to the unique characteristics of the position or the unavailability of survey data for the unique set of position responsibilities. Sibson applied a geographic differential of 7.5 percent to all matches, which represents the average difference in cost of labor between all peer institutions and all of the CSCU institutions.

The external market assessment shows that CSCU's salaries are at 110 percent of the market median. Aggregate market competitiveness reflects not only an institution's hiring, pay and promotion practices, but also the demographic composition of its workforce which is heavily impacted by employee longevity. Sibson conducted a multiple regression analysis using the average age and years of service for these employees in the CSCU System. Entering the means in age and service for the entire system (54 years old and 14 years of service) into the regression formula yielded a predicted compa-ratio of 110.3 percent. This ratio precisely corresponds to the results of the compensation analysis that found, on average, employees earned approximately 110 percent of median, suggesting that this result is likely to be highly age and service dependent. Correspondingly, a younger workforce with fewer years of service would be expected to have lower salaries relative to the market medians.

It should be noted that in August 2013, state legislation required that long-term management employees who were already receiving semi-annual longevity lump sum payments have those payments added to their

base salaries, thereby ending the longevity program and any future eligibility for such program. The longevity payments that were added to some employees' base pay resulted in some of these senior CSCU employees being at or over the maximum salary for their pay level. Currently, there are 17 management or confidential professional personnel who have salaries at or over the maximum of the range to which their position is currently assigned under the legacy salary structures prior to the consolidation.

Sibson has reviewed the dispersions of salaries and points (PFI) for each job in the Study, and created an optimal single, consolidated classification and compensation system consisting of 11 salary levels. The new structure reflects the realities of the marketplace, has an internal logic and consistency and is intended to provide latitude for personal growth and career advancement for employees. The proposed salary system for management and confidential professional positions includes generic classifications from Professional 1 (containing the Administrative Operations Support Assistant position) to Executive 5 (containing the BOR Provost and Senior Vice President for Academic and Student Affairs). Additionally, uniform system classification titles have been established for positions that share general characteristics and are in the same salary level. There are approximately 240 working titles that have been consolidated into 130 system classification titles. Creation of the system classification titles is tied to the compensation structure and does not preclude any of the institutions or System Office from using a working title for a position.

The college and university presidents have been provided a period of review and comment on the proposed salary system for management and confidential professional positions and its implementation, as well as on the proposed Classification and Compensation Procedures Manual.

IMPLEMENTATION CONSIDERATIONS

An implementation plan is needed to transition to the new consolidated classification and compensation system. Consideration is required for those who have a salary that falls below the minimum or exceeds the maximum of any new classification/pay level to which the position has been assigned as a result of the Study.

There is one incumbent who has a salary that falls below the minimum of the assigned pay level. In keeping with current Board policy, this incumbent would receive a pay adjustment effective with the approval of the Consolidated Classification and Compensation System.

An important implementation element concerns management and confidential professional personnel who will be over the maximum salary for the range to which their position is assigned under the proposed compensation system. There are 64 incumbents who have a salary that exceeds the maximum of the classification to which their position is assigned in the new structure. This group represents many of the CSCU System's most highly skilled and experienced managers and confidential professional personnel who possess many years of service, and/or bring unique capabilities or experiences to the job.

It is recommended that management and confidential professional personnel who were employed in their position prior to September 18, 2015, shall be allowed to receive an annual salary adjustment added to their base salary that exceeds the maximum for the grade to which they are assigned under the CSCU Consolidated Classification and Compensation System approved by the Board and effective September 18, 2015. However, such employees shall not receive increases to base that exceed the maximum of the assigned grade under the former classification system (the former maximums will be adjusted upwards by the same rate applied to the new ranges as periodically may occur). This provision shall sunset on June 30, 2018, at which time no employee will be permitted to receive an annual salary adjustment added to his or her base salary that exceeds the maximum for their salary grade under the CSCU Consolidated Classification and Compensation System approved by the Board and effective September 18, 2015. On

and after July 1, 2018, any annual salary adjustment that exceeds the maximum for the grade shall be made in a lump sum payment.

RECOMMENDATIONS

That the Board of Regents for Higher Education adopts the CSCU Consolidated Classification and Compensation System as detailed in Attachment A and the implementation recommendations as detailed above for non-represented, management and confidential professional personnel in the System Office and the seventeen institutions of the Connecticut State Colleges and Universities System. The implementation recommendations are effective September 18, 2015 and cover the following situations: (1) incumbents below the minimum pay range; (2) incumbents who have a salary that exceeds the maximum of the pay range; (3) current employees not at the maximum; and (4) new hires on and after September 18, 2015. Additionally, the BOR President is authorized to establish a Classification and Compensation System Procedures Manual that will guide ongoing system-wide administration of classification and compensation in a manner consistent with the established system. Such procedures manual will be in place effective September 18, 2015.

9/3/15 – HR & Administration Committee

9/17/15 – Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

CSCU CONSOLIDATED CLASSIFICATION AND COMPENSATION SYSTEM

September 17, 2015

WHEREAS, The Board's Human Resources and Administration Committee working with System Office Human Resources staff continue to review policies and procedures of legacy systems toward the goal of creating system-wide protocols wherever possible. Presidential compensation guidelines that are consistent, predictable and market driven are encompassed in that goal, and

WHEREAS, The three legacy governing boards had three distinct management and confidential professional personnel salary policies covering the 4 state universities, 12 community colleges, and Charter Oak State College, and

WHEREAS, The Board of Regents now wishes to set uniform consolidated classification and compensation structure for management and confidential professional personnel based on a recent and thorough analysis of market data. This System, subject to the Board of Regents Human Resources Policies for Management and Confidential Professional Personnel, will provide direction in setting the compensation level for each new management/confidential professional staff member hired at one of the CSCU institutions (state universities, community colleges and Charter Oak State College) after the adoption of the guidelines by the Board of Regents.

NOW, THEREFORE, BE IT

RESOLVED, That this policy supersedes and cancels all prior practices and agreements related to compensation for management and confidential professional personnel, whether written or oral unless expressly stated to the contrary herein, and be it further

RESOLVED, That the Board of Regents for Higher Education adopts the CSCU Consolidated Classification and Compensation Structure for management and confidential professional personnel at the seventeen institutions of the Connecticut State Colleges and Universities System (Attachment A hereto) effective September 18, 2015, and this Structure will be utilized in setting the compensation level when a management or confidential professional staff member is hired at any CSCU institution (state universities, community colleges and Charter Oak State College), and be it further

RESOLVED, Management and confidential professional personnel who were employed in their positions prior to September 18, 2015, shall be allowed to receive an annual salary adjustment added to their base salary that exceeds the maximum for the grade to which assigned under the CSCU Consolidated Classification and Compensation System. However, such employees shall not receive increases to base that exceed the maximum of the assigned grade under the former classification system (the former maximums will be adjusted upwards

by the same rate applied to the new ranges as periodically may occur). This provision shall sunset on June 30, 2018, at which time no employee will be permitted to receive an annual salary adjustment added to their base salary that exceeds the maximum for their salary grade under the CSCU Consolidated Classification and Compensation System. On and after July 1, 2018, any annual salary adjustment that exceeds the maximum for the grade shall be made in a lump sum payment, and be it further,

RESOLVED,

That the BOR President is authorized to establish a Classification and Compensation System Procedures Manual that will guide ongoing system-wide administration of classification and compensation in a manner consistent with the established system. Such procedures manual will be effective September 18, 2015.

A True Copy:

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

CSCU Consolidated Classification and Compensation Structure
Effective 09/18/2015

ATTACHMENT A

Level/System Classification Title	Minimum	1/4 Mark	Midpoint	3/4 Mark	Maximum
Professional 1	\$38,500	\$44,300	\$50,100	\$55,900	\$61,600

Administrative Operations Asst.

Professional 2	\$45,200	\$52,000	\$58,800	\$65,600	\$72,300
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Administrative Assistant
BOR Grant Project Assistant

BOR Workforce Training Coordinator
Human Resources Assistant

Professional 3	\$53,200	\$61,200	\$69,200	\$77,200	\$85,100
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BOR Executive Asst. to Pres.
BOR Asst. Director Financial Aid Services
BOR Asst. Grant Project Director
BOR Capital Budget Associate
BOR Finance Associate
BOR Grants Specialist
BOR Internal Auditor

BOR IT Security Specialist
BOR Nursing Admissions Specialist
BOR Payroll & Benefits Associate
BOR Student & Academic Info. Systems Specialist
Executive Assistant to the President
Human Resources Associate
SU Diversity Associate

Manager 1	\$62,500	\$71,900	\$81,300	\$90,700	\$100,000
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BOR Architect & Facilities Planner
BOR Assoc. Director Project Mgmt. & Engineering
BOR Board Affairs Associate
BOR Coordinator STEM Grant
BOR Facilities Management Associate
BOR Internal IT Auditor
BOR IR Accountability Manager

BOR Research Associate
CC Associate Director Human Resources¹
CC Assoc. Director Information Technology
COSC Director Application Services
COSC Manager Human Resources & Administration
COSC Manager Network Operations
SU/BOR Human Resources Specialist

¹Class. to be used w/a CC Director of HR at large colleges only, or may be used in lieu of HRD at small colleges at the college president's discretion.

Manager 2	\$73,400	\$84,400	\$95,400	\$106,400	\$117,400
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BOR Assistant Counsel
BOR Director CT Charts-a-Course Pogram
BOR Director Finance & Accounting
BOR Director Planning & Assessment
BOR Director Student & Academic Info. Systems
BOR Labor Relations Associate
BOR Legislative Program Manager
BOR Manufacturing Coordinator
BOR Nursing Administrator
CC Assoc. Dean
CC Assoc. Dean Academic Affairs

CC Assoc. Dean Continuing Education
CC Director Human Resources
CC Director Non-Credit Programs
CC Manager Diversity & Inclusion
COSC Dean Administration
COSC Dean Distance Learning
COSC Director CT Distance Learning Consortium
Director Grant Initiatives
Special Advisor to the President
SU Enrollment Management Administrator
SU Human Resources Administrator

Manager 3	\$86,200	\$98,900	\$111,600	\$124,300	\$137,009
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BOR Associate Director of Employee & Labor Relations
BOR Controller
BOR Director Budgets & Planning
BOR Director Internal Audit
BOR Director Contracts, Procurement & Purchasing
BOR Director Public Affairs and Marketing
BOR Early College Program Advisor
CC Dean of Academic Affairs
CC Dean of Administration
CC Dean Continuing Education
CC Dean Institutional Advancement

CC Dean Institutional Effectiveness
CC Dean of Student Affairs
CC Dean Workforce Development
CC Director Information Technology
CCSU Director Ctr Public Policy & Social Research
COSC Chief Information Officer
SU Assoc. Chief Information Officer
SU Director Employee & Labor Relations
SU Director Human Resources
SU Director Institutional Research & Assessment
SU Director Public Safety

CSCU Consolidated Classification and Compensation Structure
Effective 09/18/2015

ATTACHMENT A

Level/System Classification Title	Minimum	1/4 Mark	Midpoint	3/4 Mark	Maximum
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Executive 1	\$101,300	\$116,500	\$131,700	\$146,900	\$162,001
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BOR Assoc. VP Academic Affairs	SU Assoc. VP Finance & Administration
BOR Chief Info. Security Officer	SU Assoc. VP Institutional Advancement
BOR Chief of Staff	SU Assoc. VP Marketing & Communications
BOR Counsel & Special Asst. to President	SU Assoc. VP Student Affairs
BOR Director Employee & Labor Relations	SU Chief Diversity Officer
BOR Director Research & System Effectiveness	SU Chief Facilities Officer
CCSU Director Institute Tech. & Bus. Dev.	SU Chief Human Resources Officer
COSC Provost	SU Counsel & Special Asst. to President
ECSU Operating Officer Instit. Sustainable Energy	SU Dean Graduate Studies
SU Assoc. VP Academic Affairs	SU Dean Students
SU Assoc. VP Enrollment Management	

Executive 2	\$119,000	\$136,800	\$154,500	\$172,300	\$190,004
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BOR Chief Facilities Officer	SU Dean Engineering ²
BOR Chief of Public Safety & Emergency Mgmt.	SU Dean Health & Human Services
SU Dean Arts & Sciences	SU Dean Professional Studies
SU Dean Business ²	SU Dean Visual & Performing Arts
SU Dean Education	

²The Executive 2 level has a 10% market range adjustment for the system classification title of SU Dean Business & SU Dean Engineering (minimum \$130,900, midpoint \$169,950, and maximum \$209,004).

Executive 3	\$139,800	\$160,800	\$181,800	\$202,800	\$223,700
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SCSU Chief of Staff	SU Chief Information Officer
SU Chief Administrative Officer	SU VP Institutional Advancement
SU Chief Financial Officer	SU VP Student Affairs

Executive 4	\$164,300	\$189,000	\$213,600	\$238,300	\$262,900
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BOR Chief Financial Officer	BOR Chief Information Officer
BOR Chief Human Resources Officer	SU Provost

Executive 5	\$193,100	\$222,100	\$251,100	\$280,100	\$309,000
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BOR Chief Academic Officer

ITEM

Amendment to Bylaws of Board of Regents for Higher Education – Revision to Article I, Section 2 – Board Membership.

BACKGROUND

[Passage of Public Act 15-228 AA Permitting Faculty to Attend Executive Sessions of the Board of Regents for Higher Education Upon Invitation](#) allows the chairperson and vice-chairperson of the Board of Regents for Higher Education's (BOR) faculty advisory committee (FAC), who serve as nonvoting, ex-officio members of BOR, to attend BOR executive sessions at the BOR chairperson's invitation. Current law excludes them from all executive sessions.

Current Board bylaws must be revised to conform to Public Act 15-228. In accordance with Board bylaws, any amendments thereto require:

- A. The introduction of a proposed amendment at the time of a regularly scheduled meeting, and
- B. An affirmative vote of two thirds of the members of the Board at the time of the next regularly scheduled meeting.

Proposed Bylaws Amendment:**ARTICLE I – THE BOARD OF REGENTS FOR HIGHER EDUCATION
SECTION 2 – BOARD MEMBERSHIP**

The board shall consist of twenty-one members who shall be distinguished leaders of the community in Connecticut. The board shall reflect the state's geographic, racial and ethnic diversity. The voting members shall not be employed by or be a member of a board of trustees for any independent institution of higher education in this state or the Board of Trustees for The University of Connecticut nor shall they be employed by or be elected officials of any public agency as defined in subdivision (1) of section 1-200 of the general statutes, during their term of membership on the Board of Regents for Higher Education. The Governor shall appoint nine members to the board as follows: Three members for a term of two years; three members for a term of four years; and three members for a term of six years. Thereafter, the Governor shall appoint members of the board to succeed such appointees whose terms expire and each member so appointed shall hold office for a period of six years from the first day of July in the year of his or her appointment. Four members of the board shall be appointed as follows: One appointment by the president pro tempore of the Senate, who shall be an alumnus of the regional community-technical college system, for a term of four years; one appointment by the minority leader of the Senate, who shall be a specialist in the education of children in grades kindergarten to twelve, inclusive, for a term of three

years; one appointment by the speaker of the House of Representatives, who shall be an alumnus of the Connecticut State University System, for a term of four years; and one appointment by the minority leader of the House of Representatives, who shall be an alumnus of Charter Oak State College, for a term of three years. Thereafter, such members of the General Assembly shall appoint members of the board to succeed such appointees whose terms expire and each member so appointed shall hold office for a period of four years from the first day of July in the year of his or her appointment. The chairperson and vice-chairperson of the student advisory committee created under section 10a-3 shall serve as members of the board. The chairperson and vice-chairperson of the faculty advisory committee created under section 10a-3a shall serve as ex-officio, nonvoting members of the board for a term of two years and, in their respective roles as chairperson and vice-chairperson, ~~[shall]~~ may be [excluded from] invited to any executive session, as defined in section 1-200, of the board by the chairperson of the board. The Commissioners of Education, Economic and Community Development and Public Health and the Labor Commissioner shall serve as ex-officio, nonvoting members of the board.

RECOMMENDATION

Approve revision to Bylaws via adoption of the proposed resolution.

6/25/15 Board of Regents meeting; on agenda for **information only**
9/17/15 Board of Regents meeting; on agenda for **adoption**

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

AMENDMENT TO BOARD BYLAWS

September 17, 2015

RESOLVED, that the Board of Regents for Higher Education approves the following amendment to Board Bylaws:

ARTICLE I – THE BOARD OF REGENTS FOR HIGHER EDUCATION

SECTION 2 – BOARD MEMBERSHIP

The board shall consist of twenty-one members who shall be distinguished leaders of the community in Connecticut. The board shall reflect the state's geographic, racial and ethnic diversity. The voting members shall not be employed by or be a member of a board of trustees for any independent institution of higher education in this state or the Board of Trustees for The University of Connecticut nor shall they be employed by or be elected officials of any public agency as defined in subdivision (1) of section 1-200 of the general statutes, during their term of membership on the Board of Regents for Higher Education. The Governor shall appoint nine members to the board as follows: Three members for a term of two years; three members for a term of four years; and three members for a term of six years. Thereafter, the Governor shall appoint members of the board to succeed such appointees whose terms expire and each member so appointed shall hold office for a period of six years from the first day of July in the year of his or her appointment. Four members of the board shall be appointed as follows: One appointment by the president pro tempore of the Senate, who shall be an alumnus of the regional community-technical college system, for a term of four years; one appointment by the minority leader of the Senate, who shall be a specialist in the education of children in grades kindergarten to twelve, inclusive, for a term of three years; one appointment by the speaker of the House of Representatives, who shall be an alumnus of the Connecticut State University System, for a term of four years; and one appointment by the minority leader of the House of Representatives, who shall be an alumnus of Charter Oak State College, for a term of three years. Thereafter, such members of the General Assembly shall appoint members of the board to succeed such appointees whose terms expire and each member so appointed shall hold office for a period of four years from the first day of July in the year of his or her appointment. The chairperson and vice-chairperson of the student advisory committee created under section 10a-3 shall serve as members of the board. The chairperson and vice-chairperson of the faculty advisory committee created under section 10a-3a shall serve as ex-officio, nonvoting members of the board for a term of two years and, in their respective roles as chairperson and vice-chairperson, ~~[shall] may be [excluded from]~~ invited to any executive session, as defined in section 1-200, of the board by the chairperson of the board. The Commissioners of Education, Economic and Community Development and Public Health and the Labor Commissioner shall serve as ex-officio, nonvoting members of the board.

A True Copy:

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