

**BOARD OF REGENTS FOR HIGHER EDUCATION  
CT STATE COLLEGES AND UNIVERSITIES (CSCU)  
MINUTES OF REGULAR MEETING  
THURSDAY, MARCH 24, 2022  
CONDUCTED VIA REMOTE PARTICIPATION**

<b>REGENTS - PARTICIPATING (Y = yes / N = no)</b>	
Matt Fleury, Chair	Y
Richard J. Balducci	Y
Ira Bloom	Y
Aviva D. Budd	Y
Felice Gray-Kemp	Y
Holly Howery	Y
David R. Jimenez (arrived at 12:02 p.m.)	Y
Richard Porth	Y
JoAnn Ryan	Y
Ari Santiago	Y
Elease E. Wright	Y
Julia Noriega, Student Regent	Y
Brandon Iovene, Student Regent	Y
*David Blitz, FAC Chair	Y
*Colena Sesanker, FAC Vice Chair	Y
*Dante Bartolomeo, Labor Commissioner	Y
*Dr. Manisha Juthani, Public Health Commissioner	N
*David Lehman, DECD Commissioner	N
*Charlene Russell-Tucker, Education Commissioner	N
*Kelli-Marie Vallieres, Chief Workforce Officer	N
<i>*ex-officio, non-voting member</i>	

**CSCU STAFF:**

Terrence Cheng, CSCU System President  
 Dr. Alice Pritchard, Chief of Staff/Chief of Operations  
 Ben Barnes, Chief Finance Officer  
 Dr. Ken Klucznik, VP of Academic Affairs  
 Ernestine Y. Weaver, Counsel  
 Pam Heleen, Asst. Secretary of the Board of Regents (recorder)

Dr. Mary Ellen Jukoski, Three Rivers Community College  
 Dr. Steve Minkler, Middlesex Community College

**CALL TO ORDER**

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

**ADOPTION OF AGENDA**

*The motion to adopt the agenda was made by Regent Ryan, seconded by Regent Budd, and adopted by unanimously voice vote.*

### CHAIR FLEURY REMARKS

Chair Fleury remarked that these are particularly eventful times that touch us and those we serve in direct and indirect ways. We have some major positive developments relating to our CSCU work, while we are all concerned with world affairs.

- **UKRAINE & REFUGEE ISSUES**

One month ago, Russia invaded Ukraine. The deteriorating situation is of tremendous concern to everyone on the Board. Our hearts and prayers continue to go out to the Ukrainian people and to all CSCU students, faculty, and staff who might be personally or indirectly impacted. President Cheng and the administration are considering what actions the System can take support the needs of this community and that others, including the FAC, have been considering those questions, as well, earnestly. These include reflecting on our policies regarding refugees and displaced individuals.

- **CONNECTICUT STATE COMMUNITY COLLEGE - NECHE REPORT**

Chair Fleury congratulated CT State Community College which will become an accredited reality starting next year. No longer will we disadvantage community college students with multiple applications for enrollment and financial aid, mismatched curriculum, badly under-resourced student support services, and financially unstable institutions. President Cheng will provide an update on the recent visit with NECHE, our accrediting body, and the exciting plans to move forward with the nation-leading one College vision and plan. He congratulated all those involved in this tremendous effort.

- **COLLECTIVE BARGAINING EFFORTS**

Though work is very much still in progress, Chair Fleury acknowledged the excellent work of the bargaining teams for CSCU and their counterparts for making meaningful progress on labor contracts. They will be reviewed in Executive Session.

- **MICROAGGRESSION REMARKS**

Chair Fleury commented that at the last meeting of the BOR, he made use of the term “articulate” to describe Professor Colena Sesanker’s remarks. He acknowledged that in certain contexts that this term can be used and interpreted as a racial microaggression. He publicly apologized to Prof. Sesanker for his use of the term, indicating that it was not his intent to use it in a demeaning manner. He continued by noting that the point is not intent, but impact. He has subsequently participated in an online program, *Understanding and Preventing Microaggressions* and encourage BOR members and our CSCU employees to access this important training.

### PRESIDENT CHENG’S REMARKS

- **ADVANCED MANUFACTURING TECHNOLOGY CENTER AT HOUSATONIC COMMUNITY COLLEGE**  
The \$1M project was selected by Congressman Jim Himes from more than 80 applicants for inclusion in the omnibus appropriations bill, signed into law by President Biden on Tuesday, March 15, 2022. The earmark funding will support capacity building and the expansion of one of the state's most outstanding advanced manufacturing technology training centers. Congratulations to Dr. Dwayne Smith and the team at Housatonic Community College for their hard work every day and thank you Congressman Himes.

- **“ELECTION CONNECTION”**

Western Connecticut State University’s live news and election coverage production recently won first place nationally in the highly competitive Broadcast Education Association’s collegiate Festival of Media Arts. The award is in the Radio Newscast category for their November 2021 live election coverage. This year, the Broadcast Education Association Festival received 1,450 submissions from colleges and universities across the U.S. and abroad. This is “Election Connection’s” third top award from the BEA, having taken first place in 2015 and second place in 2016 in the Television Studio category. Congratulations to Dr. JC Barone, WCSU professor of Communication and Media Arts and his team.

- **COLLECTIVE BARGAINING**

Negotiations with collective bargaining units across the system have been occurring for more than a year; significant progress has been made. A formal agreement and approval is occurring soon.

- **NECHE**

Earlier in March, the New England Commission of Higher Education (NECHE), CSCU’S accrediting body, accepted CSCU’s substantive change proposal, giving the green light to proceed with plans to merge the 12 community colleges into Connecticut State Community College (CT State). This approval has CSCU on track to receive formal accreditation on July 1, 2023. President Cheng explained why CSCU has embarked on the journey and taken on the massive responsibility to change our community college structure. Our community colleges have been drastically underperforming in almost every measurable area, for more than 10 years. In graduation and retention rates, academic and student success indicators, and overall financial health, collectively, Connecticut’s community colleges lag their peer institutions in every neighboring New England state and dramatically leave behind our Black and Brown students.

President Cheng continued by stating that to not do something drastic, something bold and ambitious to meet the challenge would be a dereliction of duty. Many have worked for a long time for our community colleges and have given everything for them to be successful. Change is hard; our community college campuses will become new entities. This means a loss of what has been known, and the subsequent emotions must be respected. Improvement in communication and transparency must be continued. He urged everyone to continue to be collaborative and focused on fixing the problems that plague our system and negatively impact our students. He invited all those who have concerns to not only bring them to our attention, but to look at and use the data, to partner to create solutions.

Special thanks to Interim CT State president Dr. Michael Rooke, Interim Provost Miah LaPierre-Dreger, CFO Kerry Kelley, VP for Enrollment Management and Student Affairs Dr. Alison Buckley, our regional presidents Dr. Thomas Coley, Dr. Jim Lombella, and Dr. Rob Steinmetz, all our campus CEOs, and the hundreds of faculty and staff who have been instrumental to the process.

NECHE’s full letter has been shared with the CSCU community, and continuous opportunities will be provided for everyone to be a part of the process as we stand up a college that better serves our students, our communities, and our state.

- **EXECUTIVE SEARCHES**

President Cheng noted earlier this spring that searches were under way for CT State President and CSCU Provost. The process is nearing conclusion and by April, appointments will be announced for these two key senior leadership positions. Special thanks to everyone who has been a part of that process—administrators, staff, faculty, and students.

The national search process continues for the Vice President of Diversity, Equity, and Inclusion for CT State and is targeted to conclude in late spring or early summer. More information on this search will be shared when it is available.

- **TUITION ACTION/POLICY FOR UKRAINIAN AND ALL REFUGEES**

The Ukrainian refugee crisis has intensified, and the administration has been monitoring the situation and contemplating what we, as a system of higher education, can do. The senior leadership team is examining current policies and precedents to pave a path for all international refugees who may come to Connecticut to escape humanitarian crises. This might include admissions assistance, tuition waiver, and other kinds of academic, as well as social and emotional support.

Ultimately, a proposal will be constructed that will go to the Board's Finance Committee as early as this May, which would upon approval, put the policy in place and in effect for summer/fall students.

Though a small thing in the greater landscape of the world, President Cheng hopes these changes at CSCU will not just state, but show CSCU's values as a system, a state, and as part of this country.

### **RESPONSE TO CHAIR FLEURY'S REMARKS**

Professor Sesanker thanked Chair Fleury for his apology and comments. She indicated that she was not offended by his use of the term "articulate." She continued to provide her insights and observations concerning microaggressions and aggressions throughout the CSCU System, including the Board, CSCU leadership, and the CT State merger.

At the conclusion of her remarks, President Cheng noted that he believes there is an agreement on issues as he, too, wants to do what is right for our students. He continued by adding that her view of issues may be different from his and the administrations and stressed again that we welcome every opportunity to engage in discussions to find solutions to address the problems facing our students.

Professor Blitz requested that an agenda item be provided for a monthly report from the FAC, that the FAC resolution concerning Ukrainian refugees be included in the minutes, and that FAC feedback concerning vaccine clinics and booster shots be communicated in advance of the April 4<sup>th</sup> end to COVID mandates.

President Cheng thanked Professor Blitz for his engagement. As an operational note, President Cheng reinforced the established protocol that the Faculty Advisory Committee (as Faculty) engages officially through the Academic & Student Affairs Committee (ASA Committee). Anything that the FAC wishes to put forth to the Board can and should proceed through the ASA Committee. This is how we need to maintain streamlined, necessary, and appropriate communications.

### **INSTITUTIONAL UPDATES**

Three Rivers Community College - Dr. Mary Ellen Jukoski

- Presentation is included as Attachment A

Middlesex Community College - Dr. Steve Minkler

- Presentation is included as Attachment B



**OPPORTUNITY TO ADDRESS THE BOARD**

In addition to the five speakers, the Board received 5 communications. In accordance with FOI guidelines as amended during the pandemic, the communications were posted on the CSCU website immediately prior to the meeting start time and distributed to the Board in advance of the meeting. They are included as Attachment C.

The following individuals addressed the Board:

<b><u>Faculty/Public</u></b>	<b><u>Student</u></b>
Rotua Lumbantobing Professor of Economics – WCSU WCSU AAUP Chapter President	Brian Ramanauskas – Senior – SCSU about CSCU Community Colleges
Andrea June Professor of Psychological Science - CCSU	
Stephen Monroe Tomczak Professor of Social Work Policy & Community Organization - SCSU	
Seth Freeman 4C's President	

**APPROVAL OF PREVIOUS MEETING MINUTES**

*On a motion by Regent Wright and seconded by Regent Budd, the February 24, 2022 Regular Meeting minutes were approved after a unanimous voice vote.*

**CONSENT AGENDA**

*On a motion by Regent Budd, seconded by Regent Howery, the Consent Agenda was unanimously adopted.*

**Academic Programs**

Discontinuations

- i. Aviation Science, Flight - AS - Naugatuck Valley CC
- ii. Aviation Science, Management Option - AS - Naugatuck Valley CC

Modifications

- i. Medical Laboratory Technician - AS - Quinebaug Valley CC [Modification of Instructional Delivery]
- ii. Social Work - Master of Social Work (MSW) - Southern CT State University [Modification of Instructional Modality]

CT State Community College - Refund and Course Withdrawal Policy - Amendment

CT State Community College - Aligned Curriculum

Honorary Degrees

Promotions and Tenures - CSCU - Spring

- i. Western Connecticut State University

**Finance Resolutions**

- i. Gift of Real Property - 729 Main St., Willimantic, CT
- ii. Reallocation of CSCU 2020 Program Funding

## RESOLUTIONS APPROVED ON CONSENT

### Academic Programs - Discontinuations

- i. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program, Aviation Science, Flight, (CIP Code: 49.0101 / OHE# 03129), leading to an Associate of Science at Naugatuck Valley Community College, effective June 2022.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program, Aviation Science, Management Option, (CIP Code: 49.0101 / OHE# 17063), leading to an Associate of Science at Naugatuck Valley Community College, effective June 2022.

### Academic Programs - Modifications

- i. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program - Medical Laboratory Technician (CIP Code: 51.1004 / OHE# 018618), specifically the addition of hybrid and online modalities to the current on ground modality - leading to an Associate of Science at Quinebaug Valley Community College.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the modification of a program - Social Work (CIP Code: 44.0701 / OHE# 000668), specifically the addition of hybrid and online modalities to the current on ground modality - leading to a Master of Science at Southern Connecticut State University.

### CT State Community College - Refund and Course Withdrawal Policy - Amendment

WHEREAS, the Connecticut Board of Regents for Higher Education approved policy 3.7 (Refund & Course Withdrawal Policy); and

WHEREAS, as the existing policy is written, it is possible for students in abbreviated terms to have a longer period to add a course than students in full-term courses; therefore, be it RESOLVED, that the Connecticut Board of Regents for Higher Education amend policy 3.7 to ensure that abbreviated terms do not have a longer period of time to add courses in comparison to full-term courses.

RESOLVED, that this policy shall go into effect for the summer 2022 semester.

### CT State Community College Aligned Degrees & Certificates

RESOLVED: That the Board of Regents for Higher Education approves the licensure and accreditation of the following degrees and certificates for Connecticut State Community College, developed from degrees and certificates previously approved by the Board for one or more of the 12 individually accredited colleges. These degrees and certificates meet the specific requirements of the Board's General Education (BOR 20-082) and CSCC College and Career Success 101 (BOR 20-099) policies. All degrees also meet the Credit Normalization policy (BOR 14-111) or are within any credit exemptions previously approved by the Board, unless otherwise noted below.

The degrees and certificates are included as Attachment D.

### Honorary Degrees

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

#### Honorary Degree Nominations for 2022 Commencements

Institution	Nominee
Capital Community College	Carmen Milagros Saez
Central Connecticut State University	Lin Manuel Miranda
Charter Oak State College	Cynthia James
Eastern Connecticut State University	Lena Rodriguez
Gateway Community College	Dr. Peter Salovey
Housatonic Community College	Carolyn Vermont
Naugatuck Valley Community College	Dr. Stacey Sacks

### Promotions and Tenures - CSU - Spring, 2022

RESOLVED: That the Board of Regents for Higher Education approve the 2022 promotions and tenures recommended by the presidents of the Connecticut State Universities.

### Finance Resolutions:

#### Gift of Real Property - 729 Main St., Willimantic, CT

WHEREAS, Quinebaug Valley Community College has maintained a Willimantic satellite campus since 1980, and

WHEREAS, Space for Quinebaug's Willimantic Center at 729 Main Street, Willimantic, was leased from 1999-2017, and

WHEREAS, In 2017, as a cost-savings effort, the Willimantic Center relocated into space of approximately 6,000 square feet at Windham Technical High School that is not a permanent location, and

WHEREAS, 729 Main Street, Willimantic, is owned by the Northeast Development Company, LLC., whose managing partner is Mr. Steven Townsend, and

WHEREAS, Mr. Townsend, has generously offered to donate 729 Main Street to Quinebaug as a permanent location to continue the Willimantic Center educational mission, and

WHEREAS, 729 Main Street is a 15,988 square foot facility that provides Quinebaug opportunities to develop a more robust program than current facilities permit, and

WHEREAS, The Board of Regents recognizes the educational value the Willimantic Center can offer from a permanent location at 729 Main Street, Willimantic, and

WHEREAS, The Board of Regents acceptance of this gift is contingent on the approvals of the Department of Administrative Services, State Properties Review Board and Attorney General; therefore be it

RESOLVED, That the Board of Regents accepts the gift of 729 Main Street, Willimantic, and expresses its gratitude to Mr. Townsend for this generous gift to Quinebaug Valley's Willimantic Center.

**Reallocation of CSCU 2020 Funding for Central, Eastern & Western Connecticut State Universities**

WHEREAS, Pursuant to CGS 10a-91d (c), the Board of Regents must approve reallocation of CSCU 2020 program funds at the completion of a project to other CSCU 2020 named projects and programs; and

WHEREAS, three named "line item" projects that were funded from FY 2013 through FY 2018 as part of the CSCU 2020 Program are complete; and

WHEREAS, \$2,397,194 of uncommitted funding for three projects will be reallocated to their respective University's Code Compliance/ Infrastructure Improvement programs; and

WHEREAS, the projects and reallocated funding is listed below:

1. FY 2013 & 15 - Central's Barnard Hall, \$458,956
2. FY 2013, 14 & 15 - Eastern's Goddard & Communications, \$1,375,000
3. FY 2013 & 15 - Western's Higgins Hall, \$563,238

THEREFORE, BE IT RESOLVED, \$2,397,194 of uncommitted funds from completed CSCU 2020 projects will be reallocated to their respective University Code Compliance/ Infrastructure Improvement programs.

**ACADEMIC & STUDENT AFFAIRS COMMITTEE - Committee Chair Bloom**

No report.

**AUDIT COMMITTEE - Committee Chair Wright**

No report.

**FINANCE & INFRASTRUCTURE COMMITTEE - Committee Chair Balducci**

- The Finance and Infrastructure Committee met on Mar. 16, 2022; the meeting included 2 action items and one action item.
- The action item is the approval of tuition and fees for the Universities and Charter Oak State College for the next academic year. Charter Oak will not be raising tuition for the third straight year.
- This year's shortfall is accounted for as follows:

• Approx. 24% decline in enrollment	\$84 million
• 27 <sup>th</sup> payroll and fringe benefits	\$40 million
• 2022 SEBAC retroactive raise	\$70 million
• 2017 SEBAC Contract - salary and fringe	\$60 million
- \$5.1 million is expected for the University funding for the 27<sup>th</sup> payroll from the Governor's budget, as well as \$14.5 million to help fund the collective bargaining increases.
- The bottom line is an ~\$250 million shortfall.
- The recommendation presented by the staff after consultation with university leadership, which was approved by the Committee, would increase full-time tuition at the universities by \$154 per semester, \$113 per semester in general university fees, and \$24 in university fees for a total of \$291 per semester. These increases still place the CSU below UConn's tuition and fees. It is hoped that additional support will be forthcoming from the legislature.

*Regent Balducci made a motion to approve the resolution for the approval of tuition and fees for the universities. Regent Gray-Kemp seconded the motion.*

Discussion took place:

- Regent Budd asked where the difference would come from - between the \$15 million raised by this tuition increase and the \$250 million shortfall.  
Chair Balducci noted that we will look to the Higher Education Committee, the Governor's Office, and the legislature to close the gap.  
Regent Budd asked if raising the tuition and fees demonstrates to the legislature that we are taking steps to close the gap.
- Professor Blitz asked if we know what percentage of students would be unaffected by the tuition increase because of the increase in PELL or PACT funding. In addition, he asked if there was an increase in the set-aside for university financial aid.  
Chair Balducci indicated that the set-aside for university financial aid ranges from 15 - 25%; so, no increased set-aside was proposed.  
CFO Barnes indicated that a report of the number of university students who will pay nothing has not been completed. The federal government has recently taken action to increase the maximum annual PELL grant; it appears to be in line with this proposed tuition increase. He continued by noting that the resolution contains a change in how we calculate out-of-state tuition. Universities and Charter Oak can extend the "NEBHE Rate" to students from New York and New Jersey in addition to New England states. There are cases for which the reduction of out-of-state tuition we will reduce the overall financial aid awarded (i.e., out-of-state athletes).
- Regent Porth asked if we keep track of the percentage of students who graduate/don't graduate with significant debt, as well as the amount of debt they carry.  
CFO Barnes indicated that we could track the amount of debt that is "packaged" with a student's financial aid. Other outside debt cannot be tracked. A report is not readily available. CFO Barnes indicated that he would generate this report.

*After discussion, the motion carried by unanimous voice vote.*

#### **HUMAN RESOURCES & ADMINISTRATION COMMITTEE**

No Report

#### **EXECUTIVE COMMITTEE - Chair Fleury**

No Report

#### **EXECUTIVE SESSION**

At 12:06 p.m. on a motion by Regent Balducci, seconded by Regent Santiago, the Board voted to go into Executive Session for the purpose of discussing collective bargaining. Chair Fleury announced that no votes would be taken in Executive Session and that there may be a vote after Executive Session. Chair Fleury directed President Cheng, Dr. Pritchard, Ben Barnes, and Ernestine Weaver to join the Regents in Executive Session. Please note that Regent Jimenez joined the Board during Executive Session and for the remainder of the meeting but was not present for the earlier business of the Board.

The Regents returned from Executive Session at 12:40 p.m.

Based on the discussion concluded in Executive Session, Chair Fleury put forth the following resolution as a motion to approve:

**RESOLUTION CONCERNING RATIFICATION OF CSCU COLLECTIVE BARGAINING AGREEMENTS**

**RESOLVED:** That the Collective Bargaining Agreements listed below are hereby ratified and adopted, subject to approval by the Connecticut General Assembly in accordance with Connecticut General Statutes Section 5-278, with copy of said Collective Bargaining Agreements attached hereto and incorporated herein

- a) Tentative Agreement Between State University Organization of Administrative Faculty and Board of Regents for Higher Education, dated March 1, 2022
- b) Tentative Agreement concerning changes to Charter Oak State College Professional Bargaining Unit, Local 1214, AFSCME, Council 4 And Board of Regents for Higher Education Collective Bargaining Agreement Negotiations, dated March 9, 2022
- c) Tentative Agreements for a Successor collective bargaining agreement - Congress of Connecticut Community Colleges and Federation of Technical College Teachers and the Board of Regents for Higher Education dated March 7, 2022.
- d) Tentative Agreement between AFSCME Council 4, Local 2480 and the Board of Regents for Higher Education, dated March 10, 2022
- e) Tentative Agreement between CSU-AAUP and Board of Regents, dated March 10, 2022

**AND BE IT FURTHER RESOLVED** that CSCU President Terrence Cheng is hereby authorized to execute said Collective Bargaining Agreements and any necessary amendments thereto on behalf of the Board of Regents for Higher Education.

*Chair Fleury's motion to approve was seconded by Regent Howery. No further discussion took place. The resolution was approved by unanimous voice vote.*

**ADJOURNMENT**

*On a motion by Regent Budd, seconded by Regent Santiago, the meeting was unanimously adjourned at 12:44 p.m.*

Submitted,

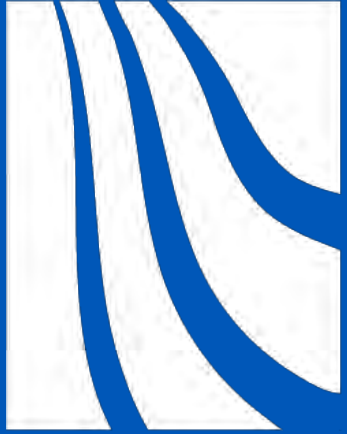
Alice Pritchard  
Secretary of the CT Board of Regents for Higher Education

Attachment Listing

March 24, 2022 BOR Regular Meeting

Attachment A	Institutional Update - Three Rivers Community College
Attachment B	Institutional Update - Middlesex Community College
Attachment C	Written Comment from the Public
Attachment D	Aligned Curriculum - Degrees & Certificates





# Three Rivers

COMMUNITY COLLEGE

Prepared for  
Board of Regents Meeting  
Thursday, March 24, 2022  
By Mary Ellen Jukoski, President

# THREE RIVERS COMMUNITY COLLEGE

- FOUNDED IN 1970 AS MOHEGAN COMMUNITY COLLEGE.
- 1992 THAMES VALLEY STATE TECHNICAL COLLEGE and MOHEGAN COMMUNITY COLLEGES WERE COMBINED TO FORM THREE RIVERS COMMUNITY COLLEGE
- NAMED AFTER THE 3 RIVERS THAT FLOW TOGETHER IN NORWICH, CT
  - THE SHETUCKET
  - THE YANTIC, AND
  - THE THAMES



# THREE RIVERS COMMUNITY COLLEGE

- ENROLLMENT – 3,039
- ON-GROUND: 23% - ONLINE: 40.6% - MIX ON-LINE/ON-GROUND: 36.4%
- 22 TOWN-SERVICE REGION IN EASTERN AND SOUTHEASTERN CT

COLCHESTER 3.8%	NEW LONDON 9.6%
GROTON 9.5%	NORWICH 17.5%
LEDYARD 3.1%	WATERFORD 4.3%

# THREE RIVERS COMMUNITY COLLEGE

- 48 DEGREE PROGRAMS
- 11 CERTIFICATE PROGRAMS
- 2022-2023 GOLD MILITARY FRIENDLY SCHOOL AWARD
- RACE
  - WHITE: 59% BLACK: 9% ASIAN: 5% MULTIPLE RACES: 6% HISPANIC/LATINX: 19%
- AVERAGE AGE: 25.8
- GENDER: FEMALE – 63%  
MALE – 37%
- 36% OF OUR STUDENTS THIS SEMESTER FIRST IN FAMILY TO ATTEND COLLEGE



# UNIQUE ACADEMIC PROGRAM

- NUCLEAR ENGINEERING TECHNOLOGY DEGREE
  - OFFERED SINCE 1985 TO ALL CONNECTICUT STUDENTS
  - MILLSTONE SCHOLARSHIP PROGRAM OPEN TO ALL CONNECTICUT STUDENTS
    - BRINGS 16 NEW STUDENTS **EACH** YEAR FOR **FULL** SCHOLARSHIPS FOR 2-YEAR PROGRAM
  - 23 STUDENTS GRADUATING THIS YEAR THROUGHOUT THE STATE INCLUDING HARTFORD – STERLING – BRANFORD – VOLUNTOWN – CANTERBURY
  - INTENSIVE NUCLEAR LABS WOVEN INTO THIS PROGRAM SO STUDENTS MUST COME TO THREE RIVERS



# NUCLEAR ENGINEERING TECHNOLOGY DEGREE PROGRAM

- LAB EQUIPMENT IS NOT DUPLICATED ELSEWHERE
- \$500,000 STATE-OF-ART RADIATION DETECTION LAB
- \$600,000 ONE-OF-A-KIND NUCLEAR REACTOR SIMULATOR
- THE ONLY 2-YEAR DEGREE PROGRAM IN THE NORTHEAST
- 341 GRADUATES HIRED BY NORTHEAST UTILITIES-DOMINION NUCLEAR CT
- OTHER MAJOR EMPLOYERS INCLUDE ELECTRIC BOAT AND MIRION



# HOME TO THREE RIVERS MIDDLE COLLEGE

- 67 STUDENTS FROM SURROUNDING TOWNS ARE SELECTED BY LOTTERY
- STUDENTS COMPLETE JUNIOR AND SENIOR YEARS OF HIGH SCHOOL
- STUDENTS CAN ENROLL IN THREE RIVERS COMMUNITY COLLEGE CLASSES
- ABOUT 10-13 GRADUATING STUDENTS ENROLL AT THREE RIVERS EACH FALL



## Three Rivers Middle College

Grade 11 & Grade 12, Norwich



### 1 College Credit

- 31 graduates
- 995 college credits earned
- 18 students with year complete
- 4 students graduating with an associate degree

### 2 Course Work

- 6 students completed Calculus II or above
- 4 students are taking the real estate course and will receive their license by graduation
- One student completed all requirements for the Three Rivers Community College nursing program

### 3 Recognitions

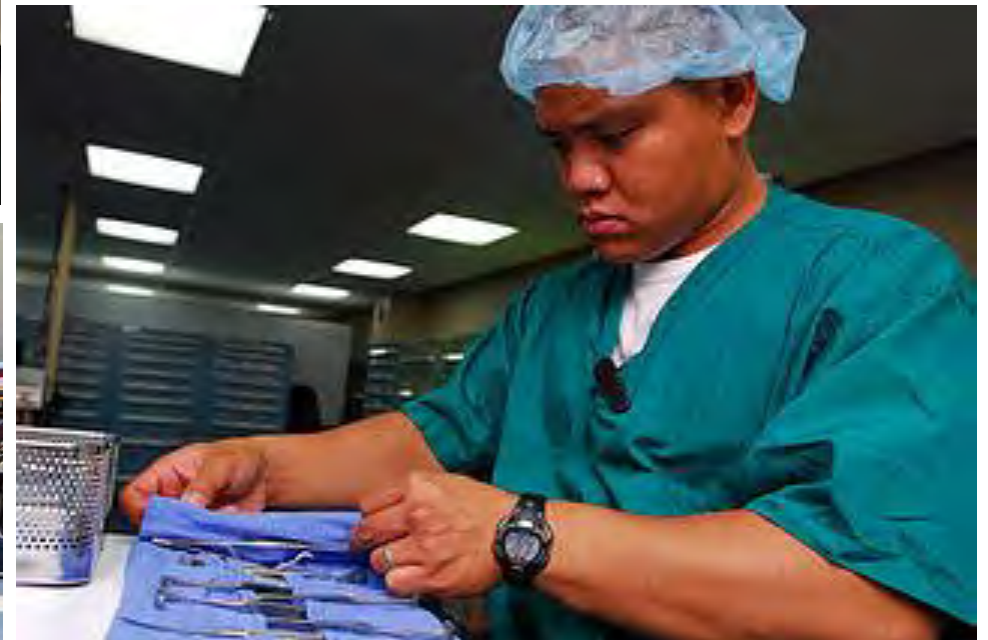
- Had its first ever National Merit Scholar finalist



# Workforce and Continuing Education

## Courses Include

- Certified Nurse Aide (State Certificate)
    - Norwich Free Academy CNA program in 4<sup>th</sup> year
  - EKG and BLS CPR (National Certificate)
  - Emergency Medical Technician (State Certificate)
  - Dental Assistant (National Certificate)
  - Medical Billing and Coding (National Certificate)
  - Pharmacy Technician (National Certificate)
  - Phlebotomy Technician (National Certificate)
  - Veterinary Assistant (College Certificate)
  - Real Estate Principles and Practices
- 
- 327 registered students as of 2/7/22
  - an increase of 72% when compared to SP2021 and 118% when compared to SP2019





**Only partnership in the State of CT with a community college and a technical high school.**

**Job Training:** The MAC has developed curriculum for Manufacturing Pipeline and held 56 classes since Spring 2016 in the following trades:

- Outside Machinist
  - Design Engineering
  - Intro to Planning
  - Intro to Plastics
  - Shipfitting
  - Welding Quonset Point (Navy Qualifications)
  - Welding Groton
  - Intro to Manufacturing
- Trade exposure programs:
- Boats for Women
  - Boats for Veterans
  - Youth Explorer (middle school)

Developed the Youth Manufacturing Pipeline to be deployed to the comprehensive High Schools

A total 830 students enrolled with over 87% job placement

**Apprenticeship:** Primary provider for Electric Boat's Apprenticeship Program serving 4 cohorts with a total of over 100 students following their trade curriculum in Metal Trades Council (MTC-noncredit) as well as Marine Drafting Association (MDA-credit)

Manufacturing Apprenticeship  
Center (MAC)  
at  
Ella T. Grasso  
Southeastern  
Technical High School  
Groton, CT



# ACHIEVING THE DREAM

## DIVERSITY, EQUITY & INCLUSION - DEI

- CREATED DEI CERTIFICATE CONSISTING OF 3 WORKSHOPS
  - Understanding Ourselves Through Social Identities and Cultural Scripts
  - Understanding Our Students
  - Understanding the Impact of Our Actions and Reactions and Taking Action
- SHARED DATA ON STUDENT SUCCESS WITH FACULTY BASED ON KEY INDICATORS (race, age, gender, caregiving status (single parent), etc.)

# Institutional Advancement

\$7M under management

	June 30, 2021	June 30, 2020	Change \$	Change %
Total Revenue	\$1,191,579	\$870,152	\$321,427	36.94%
Total Expenses	\$802,069	\$595,394	\$206,675	34.71%
Total Assets	\$7,026,824	\$6,101,437	\$925,387	15.17%

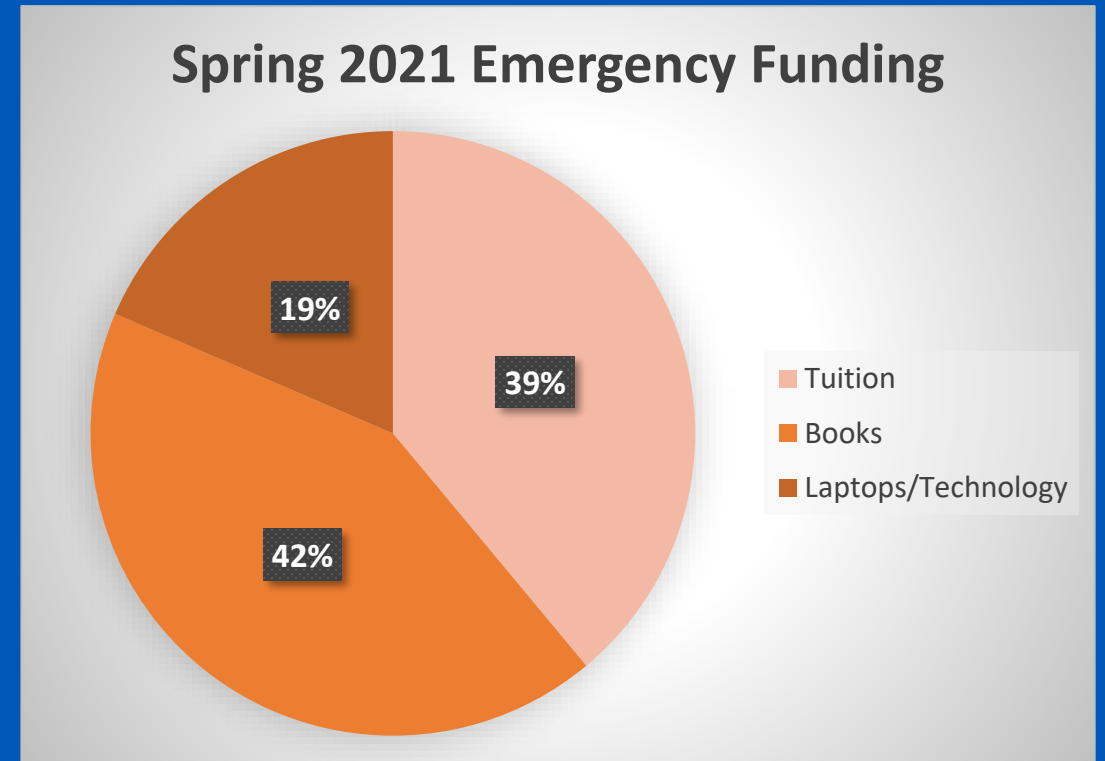
# Institutional Advancement

Total Scholarships Awarded \$635K

Fall 2021 - \$345K

Summer 2021 - \$40K

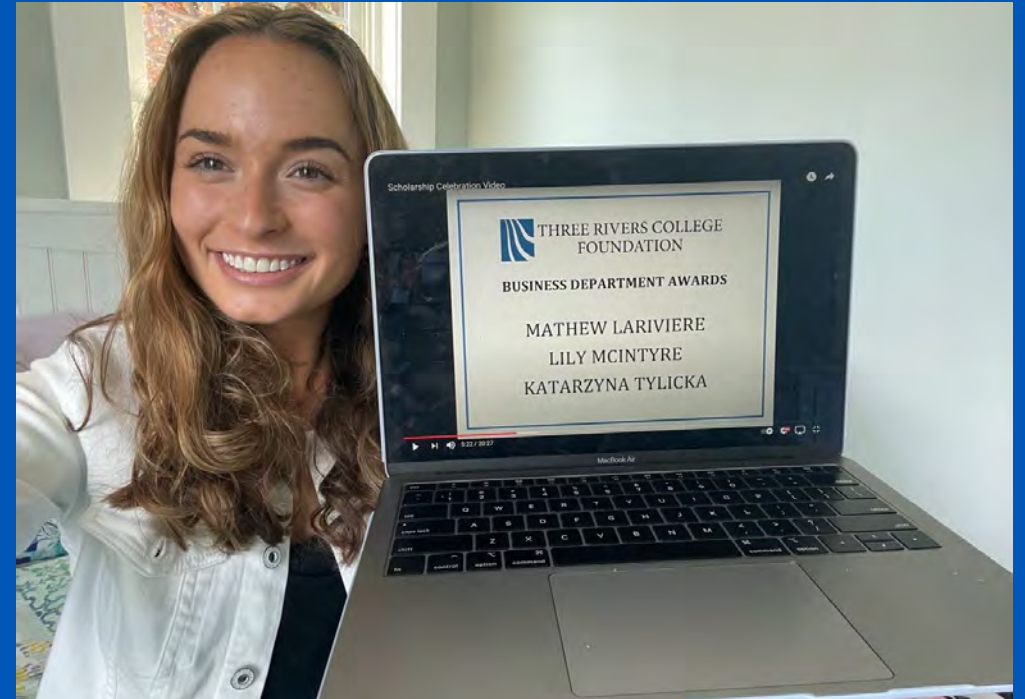
Spring 2021 - \$250K





# Institutional Advancement

- Nursing and Program Initiatives
- Booker T. DeVaughn Lecture Series
- Professional Development



# Institutional Advancement - GRANTS

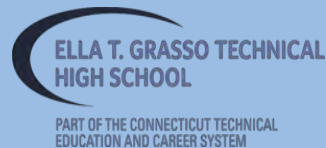
- Community Foundation \$30K
  - Environmental & Workforce Initiatives
- Dominion Nuclear \$218K
  - Nuclear Engineering Scholarships
- Edward and Mary Lord Foundation \$30K
  - Electrical Engineering Scholarships
- Eugene Atwood Foundation \$5K
  - Business and Accounting Scholarships
- Chelsea Groton Bank \$5K
  - Workforce & Community Education
- LaMattina Foundation \$15K
  - Technology Support
- Liberty Bank Foundation \$4K
  - Scholarships
- Paul Jones Fund \$20K
  - Nursing and Allied Health Initiatives



# Partnerships

Ann and Sultan Ahamed Foundation

Eugene Atwood Fund



LaMattina Foundation



Paul Jones Trust



Yale  
NewHaven  
**Health**  
Lawrence + Memorial  
Hospital

# Institutional Advancement



THANK YOU  
ON BEHALF OF  
THREE RIVERS COMMUNITY COLLEGE



MIDDLESEX COMMUNITY COLLEGE

Your **College** • Your **Future**



**Board of Regents for Higher Education**  
**March 24, 2022**



# Our Mission Statement begins:

MxCC

“Students are the center of  
Middlesex Community College.”







Place



Partners



Programs



People



**Founded 1966**

**Main Campus in Middletown**

- ▶ **Meriden Center at Platt HS**
- ▶ **Manufacturing Labs at Vinal and Wilcox Technical High Schools**
- ▶ **Rad Tech at Middlesex Health**
- ▶ **Vet Tech at Pieper Veterinary**
- ▶ **Cheshire and York Correctional**
- ▶ **Clinical & Internship Sites**

**Place**



## Points of Pride

- ▶ Center for New Media
- ▶ Learning Commons
- ▶ “Magic Food Bus” Pantry
- ▶ Pegasus Green 21<sup>st</sup> Century Classrooms
- ▶ **NEW!** CCSU @Middlesex



Place



## A Campus with Great Need

- ▶ 4 Master Plans (2006, 2011, 2013, 2020) AND the CSCU Sightlines Report (2014) DEMONSTRATE CONCLUSIVELY that the Middlesex Campus “has distinctly less space per student than comparable CSCU colleges relative to the current enrollment. ...The interior layouts are congested, worn down and do not meet current best practice for higher education facilities.”



Place





**Year 2026**  
**“Middlesex**  
**At 60:**  
**A Campus for**  
**the Future”**





**Year 2026**  
**“Middlesex**  
**At 60:**  
**A Campus for**  
**the Future”**



## Top 8 Credit Programs

- ▶ General Studies
- ▶ Business & Accounting
- ▶ Computer Tech, Comp. Sci., & Engineering
- ▶ Digital Media Production/Communication
- ▶ Criminal Justice/Criminology Studies
- ▶ Liberal Arts & Sciences
- ▶ Psychology Studies
- ▶ Human Services/Social Work Studies

A man with a beard and short hair is looking through the viewfinder of a professional video camera. The camera is black and has various controls and a small screen visible. The background is slightly blurred, showing what appears to be an indoor setting with some equipment.

**Programs**

## Accredited Programs

- ▶ Early Childhood Education
- ▶ Health Information Technology
- ▶ Ophthalmic Design & Dispensing
- ▶ Radiologic Technology
- ▶ Veterinary Technology



# Programs





## Workforce Development

- ▶ Healthcare Careers
- ▶ Natural Gas Field Technician
- ▶ Real Estate
- ▶ Safety & Security
- ▶ Skill Up for Manufacturing
- ▶ Social Sciences

**Programs**





# Programs

MxCC

## Points of Pride

- ▶ Center for Civic Engagement
- ▶ Center for Prison Education
- ▶ Guided Pathways Advising
- ▶ Honors Program
- ▶ Military Friendly School (Gold Level)
- ▶ Transitional Year Program





# Partners

MxCC



# Partners

MxCC





# Partners

MxCC





## Our Faculty & Staff

- ▶ “Working Together as One Team”
- ▶ 45 FT and 130+ PT Faculty
- ▶ Well-Qualified Practitioners
- ▶ Community Engagement



People

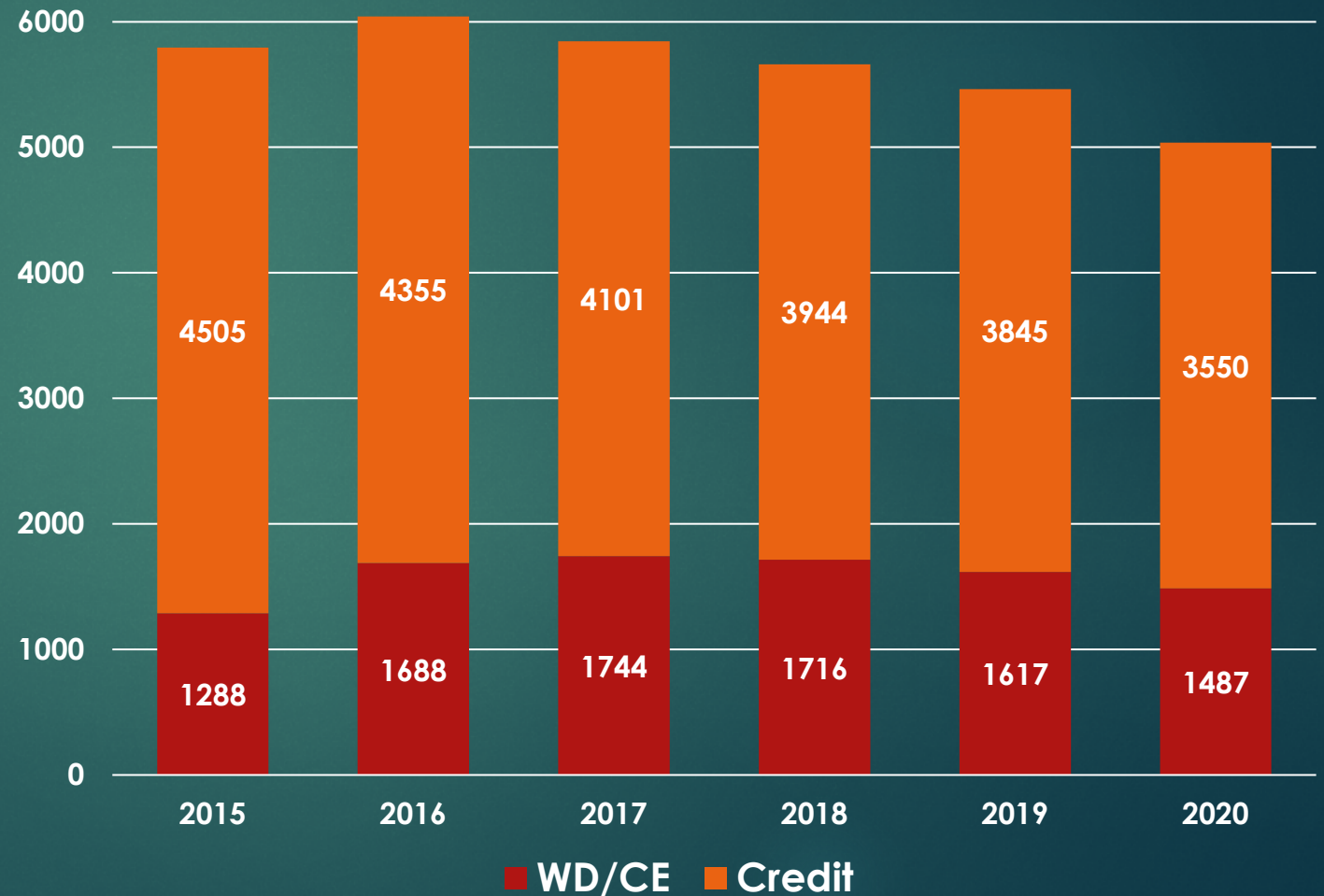




People

Over 5,000 Students  
70% credit, 30% workforce/cont. ed.

MxCC





## Fall 2021 Enrollment (Credit)

- ▶ 1,988 students
- ▶ 21% Hispanic  
9% Black/African-American
- ▶ 61% Female
- ▶ 25% PACT Program
- ▶ 39% Full-Time
- ▶ 16% from Middletown  
15% from Meriden  
18% from Middletown border towns



People



## A Campus Culture of:

- ▶ Civility and Respect
- ▶ Diversity, Equity, and Inclusion
- ▶ Courageous Conversations
- ▶ Engaging Student Activities
- ▶ Innovation
- ▶ Open & Transparent Communication
- ▶ Strong Resource Stewardship



People



# Our Mission Statement begins:



“Students are the center of  
Middlesex Community College.”





# Kristen Roberts

Class of 1987, Legal Secretarial

*B.S., Central CT State Univ.*

*M.P.A., University of Hartford*

*Vice President for  
Communications at Comcast*

*Middlesex United Way  
Community Service Award, 2019*





# Gary Wallace

Class of 2009, Criminal Justice

*U.S. Navy Veteran*

*Middletown Police Dept. (ret.)*

*Director of Community  
Engagement and Relations at  
Community Health Center*





# Mukshud Ahamed

Class of 2017, Honors Program

*Transferred with full scholarship to Wesleyan; earned a B.A. in Molecular Biology & Biochemistry*

*Ph.D. student at Stony Brook University – Molecular & Cell Biology*





# Marisol Garcia

Class of 2021, Gen. Studies

*Began in the Center for  
Prison Education at York CI*

*Class of '22, Trinity College*

*Sitting for LSATs this fall with  
aspiration to teach law*



## Attachment C - Written Public Comment

I would like to express my deep concern about raising tuition at Western Connecticut. When COVID hit both of my parents lost their jobs, and were unable to help me pay for college. As a full time undergraduate commuter student, this meant I had to pay over 11,000 dollars for two semesters to stay in school. Like many other students at Westconn I was young, in my early 20s, and did not have savings to rely on. Prior to COVID I had worked part time in a minimum wage job in the service sector that does not pay well. To pay tuition I had to increase my hours and get a second job. I worked over 40 hours a week while being a full time student to come up with the money. I worked seven days a week for months without a day off. I didn't have enough time to give my classes the attention they deserved. I have always considered myself a good student, but I started falling behind. I was incredibly stressed over balancing school and work, and it took a serious toll on my mental and physical health. The jobs I worked were physically demanding, and I often didn't even get a break to eat. I lost a lot of weight to the point where my doctor started getting concerned. My hair started falling out from the stress, and I could barely focus. I had to give up my extracurricular activities because I simply didn't have the capacity to keep up with them. Eventually I was able to quit my second job and save up over the summer, but that year was brutal. Public universities should be *affordable*. Raising tuition by 291 dollars a semester may not seem like much, but to someone like me it is overwhelming. At 15 dollars an hour it will take 19.4 hours of work to make 291 dollars. I do not make 15 dollars an hour, many of my friends do not make 15 dollars an hour. Many people I know help pay for college with their own money. They may scrape together scholarships, or take out loans, but they work for most of the money, and they work hard. I am going to school to learn about my passions and get a better job. At the moment I am just a college student who has access to low wage jobs. I can barely afford tuition as it is, raising the price is a burden on students and their families.

Anonymous



## Statement to the CSCU Board of Regents – 3/24/22

Seth Freeman  
President, 4Cs SEIU 1973  
Professor, Capital Community College



*Stop Consolidation Protest – December 4, 2021*

Board of Regents Members,

I am happy to address you today on behalf of the faculty and staff of our twelve community colleges. I am attaching a photo of our Consolidation Protest from back in December 2021, as a visual reminder to this Board of the anger, disgust and hurt felt by faculty and staff across our state. Emotions which continue to fuel our fight against the BOR hostile takeover of our colleges.

Our unions – AFT and 4Cs – secured a big victory since the last Board meeting. Against the wishes of the Jackson Lewis wing of this Board, we secured job security for bargaining unit members who were being threatened to be laid off by this Board. This is a huge victory for our hardworking members. We stood strong against the bad actors on this Board. We stood together with each other. We proved the power of collective action and what workers can accomplish when we believe in each other.

While buoyed by this victory, we are far from being done fighting. The attacks by this Board on our contract was just one prong of your attack on faculty and staff. The bigger prong – the merger and diminishing the role of community college faculty – remains well underway.



I will use my statement this month to reply to the handwringing and confusion of so many on this Board, who somehow remain confused as to why CSCU faculty and staff express such resounding disgust with you. I will specifically focus this month on the ways you are trying to attack and weaken the role of community college faculty. I will help explain why we call you anti-faculty Jackson Lewis union-busters.

## **Jackson Lewis Board of Regents Continued Attacks on Faculty and Unions**

### *Stealing Bargaining Unit Work*

CSCU managers are actively attacking community college faculty and our unions through the ongoing merger of our community colleges. The prime way you attack us is by **stealing bargaining unit work** and unilaterally and illegally reassigning bargaining unit work to management.

The first instance of this is when CSCU managers created the Director of Marketing position for CT State. When you created this position, you made the Director of Marketing position a managerial position. The rationale provided by former VP of HR Andy Kripp and Jackson Lewis is that the Director of Marketing position for a big merged statewide community college is different than a Director of Marketing position for a small community college. So, even though the job description of the CT State Director of Marketing position contains the exact same job function and duties as existing Community College Director of Marketing position, your argument is that the new position is no longer bargaining unit work.

Our union sued the Board over this, and we are actively fighting this at the labor board.

Since then, this Board has done this exact same thing with other positions. The most recent is the Director of Institutional Advancement position at Capital Community College. CSCU managers have told us that the Director of Institutional Advancement position – a union position – will be replaced by an Associate Dean of Institutional Advancement position – a managerial position. In this case the job descriptions are *exactly the same*. This is a second, clear-cut example of CSCU managers stealing bargaining unit work.

But the most egregious, the most disgusting, and the most impactful example of stealing bargaining unit work, is CSCU managers ongoing plan to **remove faculty department chairs** in the community colleges and replace them with Academic and Associate Deans.

When President Cheng came around our state, we asked him about this. We shared that this was a huge concern of ours. We told him that removing faculty department chairs significantly reduces the role of faculty in our system. We told him we viewed this as an attack on faculty. We asked him, **would he propose doing the same to the CSU faculty?**

President Cheng replied to all of this with some variant of ignorance or unintelligibility. Imagine the pain of our faculty to see that months after President Cheng's visits to our colleges and hearing our concerns, absolutely nothing was done by CSCU managers in response.

The simple and obvious effect of removing community college faculty department chairs is that it will greatly diminish the role of faculty in our community colleges. This is not complicated. This is a simple hijacking of power and decision-making from faculty to management. This move will put the nail in the coffin of shared governance, and ensure future decisions about curriculum, scheduling, evaluation, etc. can be made unilaterally and without pretense by managers beholden to this Board.

To-date, CFO Ben Barnes has refused to bargain over the impact of the Board's plan to remove faculty department chairs. Our unions have already informed CFO Barnes, that if this Board refuses to bargain the impact, we will be filing yet another labor charge.

#### *iTeach Mandate and Developmental Education*

This Board is well aware of the fact that CSCU managers have mandated two changes to our community colleges, that CSCU managers would never dream of mandating to the CSU faculty.

The first mandate is the requirement that every community college faculty member take the iTeach training to ensure proficiency in online teaching. This mandate was levied from BOR managers without any input from community college faculty and without any regard for shared governance. The mandate was also levied without any consultation from our faculty unions. Our unions are fighting this matter right now in arbitration.

When President Rooke was asked why community college faculty have to take iTeach, but not CSU faculty, he replied that he is only in charge of our colleges and can't speak to the state universities. Former VP of HR Andy Kripp told the truth though. When asked why we are being mandated and not CSU-AAUP, he replied calmly "You are not AAUP". He said what this Jackson Lewis Board knows in your hearts and what you whisper to each other – community college faculty are second-class faculty in the CSCU system. That is why they can be forced to take iTeach without compensation.

The second mandate is the removal of standalone developmental education courses. So much has been said by community college faculty about this disastrous BOR mandate. We said it will hurt our most at-risk, marginalized and underserved students. We said it is a **terrible decision**. We said you are lying and misrepresenting the research, and you are not even creating the "co-requisite" model you claim to be. We said a lot, and CSCU managers ignored everything we said. Then this Board rubber-stamped the policy.

We asked President Cheng – why are you removing developmental education in the community colleges, but not the CSUs? Again – no reply. This Board would never entertain dictating to CSU faculty how they should teach their students. Dictates like this are only for second-class faculty.

This has always been the sad reality of the BOR hostile takeover of our community colleges. Once this hostile takeover is complete, CSCU managers will have what you want, you will have your pretty – the power to force faculty, staff and local college managers to get in line and follow the mandates and dictates set forth from CSCU managers.

So in summary, this is why we continue to understand the merger of our community colleges as an attack on faculty and an attack on our unions. I hope this explanation is partially helpful to members of this Board who remain so dumbfounded.

I will end by reiterating a simple message from the community college faculty and staff.

Stop attacking us. Stop taking our work and giving it to managers. Stop lying to the legislators and the public. Stop treating us as second-class.

Once you do so, you will find an eager partner in us. But regardless, we will continue to fight for the community college system and working conditions we believe best serve our students and our communities.



Dear members of the Board of Regents,

My name is Campbell Mitchell. I am a Junior in Social Sciences at Western Connecticut State University. I would like to express my deep concern about the effect that I fear the proposed tuition increase will have on my peers at WCSU and the other Connecticut State Universities.

I have written and testified previously to the Connecticut General Assembly on the difficulties faced by students with medical conditions and disabilities, who must simultaneously afford both tuition and prescription medication, neither of which is particularly affordable in Connecticut at present. In the course of my studies, I have had the absolute privilege to meet and study alongside dozens of students who in addition to being full time students, also work full time jobs, but nonetheless live paycheck to paycheck, and struggle to afford food, medication, and tuition at once. In at least a few cases, I have known student workers who live at WCSU, supporting themselves through university, who struggle with food insecurity, to the point of not having enough money to eat the week before payday on campus. Raising the cost of the food service fee by \$292 seems a particularly cruel irony for these students who are already struggling.

While I understand that year over year tuition rises are considered normal for some institutions, I am deeply concerned that as a state university that proudly caters to underserved communities in Connecticut, the students of WCSU and the Connecticut State Universities in general are uniquely vulnerable. Particularly at present, with the uncertainty created by the pandemic, and the rising cost of living in Connecticut, I fear that rising tuition will force more students into such precarious situations as I have mentioned, and force future students away from Connecticut State Universities, creating a vicious cycle for tuition in our state. I would draw the

attention of the board to recent statements by Governor Lamont on social media reiterating the need for relief from rising consumer prices for Connecticut residents, which includes working students, and investing in the future of our state, which includes ensuring tuition remains affordable for the next generation of students. I urge the board to reconsider the impact of raising tuition at this time, and if raising tuition is inevitable, to strongly consider additional relief measures for vulnerable students on a permanent basis.

Sincerely,

Campbell Mitchell

Roni Levit  
SCSU '22

During the spring semester of 2021, I received some bad news about the health of one of my parents. This was about two weeks before finals and the end of the semester. I was struggling to keep up with assignments and felt like I was drowning in a mountain of missing work.

I had trouble reaching out to my professors. I was afraid of facing the consequences for my missing work. I eventually reached out to my professors and let them know the situation.

One of my professors suggested I seek counseling services at Southern. Although, I was aware of counseling services I never would have made an appointment without the advise of my professor.

I started making regular appointments with counseling services to help me process my situation and help me manage my schoolwork. A few weeks after beginning counseling services, I experienced a close friend passing. Counseling services saved me from falling further in grief and I owe it all to the recommendation of my professor.

Without the recommendation from my professor, I never would have thought to seek help. Higher education professors do much more than just teach. They guide students in the right direction so students can have more success in their overall life.

Despite my positive experience with Counseling Services, I know other students have not had such success. Students mention long wait times for appointments. Some students feel as though they aren't represented with the counselors that are available. Increasing funding to Connecticut State Universities will allow for more counselors and better quality of counseling for students. Supporting mental health services in the Connecticut State Universities will promote the notion that Connecticut cares about the overall wellbeing of its residents.



CT State Community College Aligned Degrees & Certificates  
March 24, 2022

The degrees and certificates include:

Program	Program Type	Minimum # of Credits
1. Architectural Design Technology	A.S.	62
2. Automotive Technology: Comprehensive Automotive Repair and Service (CARS)	Certificate	36
3. Biomedical Engineering Technology	A.S.	63*
4. Bookkeeping	Certificate	21
5. BOT (Business Office Technology): Administrative Support Specialist	Certificate	24
6. BOT: Customer Service Specialist	Certificate	18
7. BOT: Electronic Health Records Specialist	Certificate	18
8. BOT: Legal Administrative Support Specialist	Certificate	30
9. BOT: Medical Insurance Specialist	Certificate	22
10. BOT: Office Application Skills Update	Certificate	12
11. BOT: Social Media Specialist	Certificate	19
12. Clean Water Management	Certificate	25
13. Computer Engineering Technology	A.S.	63**
14. Computer Servicing	Certificate	19
15. Culinary & Hospitality: Culinary Arts	A.S.	64*
16. Culinary & Hospitality: Culinary Arts	Certificate	30
17. Culinary & Hospitality: Dietary Supervision	Certificate	7
18. Culinary & Hospitality: Foodservice Management	A.S.	62
19. Culinary & Hospitality: Hospitality and Tourism Management	A.S.	61
20. Culinary & Hospitality: Hospitality and Tourism Management	Certificate	28
21. Culinary & Hospitality: Professional Baker	Certificate	22
22. Data Analytics	Certificate	16
23. Dental Assistant: Manchester campus	Certificate	34***
24. Dental Assisting: Tunxis campus	Certificate	33***
25. Dental Hygiene	A.S.	96**
26. ESL: Advanced English Proficiency	Certificate	21

## Attachment D

Program	Program Type	Program # of Credits
27. Health Care Administration	A.S.	61
28. Paramedic Studies	A.S.	68*
29. Paramedic Studies: Emergency Medical Services Instructor	A.S.	68*
30. Paramedic	Certificate	34
31. Physics Studies (CSCU Pathway Transfer Degree)	A.A.	61
32. Radiation Therapy: Gateway Option	A.S.	71*
33. Radiation Therapy: Manchester Option	A.S.	71*
34. Railroad Engineering Technology	A.S.	67*
35. Railroad Engineering Technology: Signaling and Communications Option	A.S.	66*
36. Surgical Technology	A.S.	62
37. Therapeutic Recreation	A.S.	62
38. Therapeutic Recreation	Certificate	30
39. Water Management	Certificate	15

\* The following degrees were previously granted exemptions to credit normalization at the number of credits (or greater) listed above: Biomedical Engineering Technology, A.S., Culinary Arts, A.S., Paramedic Studies, A.S., Paramedic Studies: Emergency Medical Services Instructor, A.S., Radiation Therapy: Gateway Option, A.S., Radiation Therapy: Manchester Option, A.S., Railroad Engineering Technology, A.S., Railroad Engineering Technology: Signaling and Communication Option, A.S.

\*\* The Computer Engineering Technology A.S. degree was previously approved at 62 credits. Alignment and addition of the College and Career Success (CCS 101) course brings the total credit count to 63 credits. As per BOR policy 14-111, we request an exemption to include the College and Career Success course.

\*\* The Dental Hygiene A.S. degree was previously approved at 96 credits (35 pre-admission credits and 58 post-admission program credits). Alignment and addition of the College and Career Success (CCS 101) course brings the total credit count to 96 credits (35 pre-admission credits and 61 post-admission program credits). As per BOR policy 14-111, we request an exemption to include the College and Career Success course.

\*\*\* CT State recommends that the Dental Assistant and Dental Assisting Certificates transition to CT State as distinct certificates, offered at the Manchester and Tunxis campuses, respectively, with continued collaboration between the programs.