BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF REGULAR MEETING
THURSDAY, JUNE 23, 2022
CONDUCTED VIA REMOTE PARTICIPATION

REGENTS – PARTICIPATING (Y = yes / N = no)	
Matt Fleury, Chair	Y
Richard J. Balducci	Y
Ira Bloom	Y
Aviva D. Budd	N
Felice Gray-Kemp	N
Holly Howery	Y
James McCarthy	Y
Richard Porth	Y
JoAnn Ryan, Vice Chair	Y
Ari Santiago	N
Elease E. Wright	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
*ex-officio, non-voting member	

CSCU STAFF:
Terrence Cheng, CSCU System President
Dr. Alice Pritchard, Chief of Staff/Chief Strategy Officer
Dr. Rai Kathuria, Provost & SVP of Academic and Student Affairs
Dr. John Maduko, President, CT State Community College
Ben Barnes, Chief Finance Officer
Ernestine Y. Weaver, Counsel
Pam Heleen, Asst. Secretary of the Board of Regents (recorder)

CALL TO ORDER
Chair Fleury called the meeting to order at 10:07 a.m. Following roll call, a quorum was declared.

ADOPTION OF AGENDA

Since the posting of the agenda, the Board was notified that two changes needed to be made to the agenda:
- Item 7.a.ii on the Consent Agenda was removed. The Academic & Student Affairs Committee will address the item again in the fall.
- After Executive Session, a vote may be taken by the Board.

The motion to adopt the amended agenda was made by Regent Wright, seconded by Regent Balducci, and adopted by unanimous voice vote.

CHAIR FLEURY'S REMARKS

- Chair Fleury welcomed everyone to the last Board meeting of the 2021 – 2022 academic year. He extended the Board's continued gratitude to the CSCU community for their contributions and sacrifices over the past year and thanked the members of the Board for their continued work and stewardship from a governance perspective.
- He recognized changes to the Board's membership:
  - Dr. Jim McCarthy brings a career in higher education spanning more than 40 years in his new role as Regent.
  - Juanita James, head of Fairfield County's Community Foundation, has served on many academic boards and brings her passion for higher education to the work of the Board.
  - Chair Fleury thanked David Jimenez and Aviva Budd for their volunteer years of service and wished them well as they cycle off the Board and pursue other opportunities.
- Additional CSCU leadership changes were noted:
  - Dr. Rai Kathuria was welcomed to his first Board of Regents meeting as CSCU Provost and our CSCU leadership partner for our Academic & Student Affairs Committee.
  - Chair Fleury recognized Dr. John Maduko, President of CT State Community College.

PRESIDENT CHENG'S REMARKS

- President Cheng highlighted the great work of CSCU institutions:
  - CT State has taken enormous strides in unifying the 12 community colleges. NECHE has given the green light to move ahead; CT State will open its doors in July 2023 under the leadership of President John Maduko. Hundreds of faculty, staff, students, and administrators across the 12 community colleges have worked very diligently to bring CT State to this point.
  - The faculty at Eastern Connecticut State University approved a new Liberal Arts Core that more accurately reflects Eastern's public Liberal Arts mission, while meeting the needs of the 21st century. The five student learning outcomes in this new core were selected by the faculty, and represent the skills employers seek most in college graduates.
  - ECSU's baseball team won the Division III College World Series.
  - Southern Connecticut State University had a banner year in philanthropy, raising $2M more than the previous year. Southern also broke their record for external grants, in the amount of $10M. This funding supports research, scholarship, and student services. These major accomplishments only happen with incredible determination and teamwork.
  - Central Connecticut State University eclipsed its previous fundraising record, bringing in more than $6M in gifts. Central distributed over $300,000 in funding to faculty and staff as part of the CCSU Next Generation Student Success, Diversity, Innovation, and Community Engagement grant competition. CCSU was also recognized on the national stage by NASPA (the National Association of Student Personnel Administrators) for its commitment to the success of first-generation college students.
  - Charter Oak State College created new online degrees and credentials that are responsive to the workforce and meet student needs. Charter Oak also kept its tuition flat for the third year in a row, maintaining affordability for working students and lifelong learners looking to achieve their academic goals.

- Western Connecticut State University continued to be a leader in attracting out of state students. Alongside their in-state counterparts, students from NY and NJ call Western home and take advantage of academic as well as professional opportunities in Fairfield County. President Cheng thanked President John Clark, who will be stepping down as Western's president in mid-July, for his leadership during the past seven years. His passion, commitment, dedication, and kind spirit are unrivaled. Interim President for WCSU, Dr. Paul Beran will begin serving on July 15.
- President Cheng thanked the System Office for the work they have done managing the pandemic, strengthening workforce and community development, working with elected officials, managing our finances and systems, our physical plants, keeping us healthy and safe, sustainable, and viable every day.
- President Cheng noted the challenging time negotiating our collective bargaining agreements, and thanked the bargaining unit leaders, and the faculty and staff they represent, who helped get it done.
- This year—sadly, unbelievably—we lost students, and staff, far too early. It is incomprehensible, the helplessness of grappling with the loss of young life. The fortitude, the strength of community, the unity of common bond and the ability to transcend and come together to heal is inspiring.
- As a system, as institutions, we must do better by our students, to strive for greater student outcomes and success, enhanced pedagogy and curricula, and continue to fight for equity. We must face down the enrollment challenges. All faculty, staff, and administrators must work together to create solutions.
- President Cheng thanked Regents Budd and Jimenez and Regents Naomi Cohen and Merle Harris who also cycled off this year for their invaluable service. He welcomed our new Regents, Juanita James and Jim McCarthy.
- He thanked Gov. Lamont, the legislature, and our community and industry partners for supporting CSCU.
- Across CSCU this year, over 12,000 certificates, bachelors, masters, and PhD's were conferred.

OPPORTUNITY TO ADDRESS THE BOR
In addition to the eight speakers, the Board received 17 written 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 A.

Faculty/Public
Mike Spry Asnuntuck Community College, Adjunct Instructor
Brendan Cunningham Professor – Economics/Finance, ECSU
Rotua Lumbantobing Professor of Economics – WCSU WCSU AAUP Chapter President
Joel Leneker Gateway Community College, Adjunct Instructor
Kevin Kean Adjunct Instructor, CCSU – AAUP Part-time
Christine Japely Professor – English, Norwalk Community College
Seth Freeman President, 4Cs
Stephen Adair Professor of Sociology, CCSU

APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Regent Howery and seconded by Regent Wright, the May 19, 2022 Regular Meeting minutes were approved after a unanimous voice vote.

CONSENT AGENDA

On a motion by Regent Porth, seconded by Regent Wright, the amended Consent Agenda was unanimously adopted.

Academic Programs
  Discontinuations
      i. Gerontology – Official Certificate Program – Central CT State University
  Modifications
      i. Criminal Justice – AS – Manchester CC - [Significant modification of courses/course substitutions]
  New Programs
      i. Applied Data Science – Master of Science – Eastern CT State University
      ii. Paralegal – AS – Tunxis CC
  Promotions and Tenures – CSCU
      i. Eastern CT State University
  Faculty Research Grants
      i. Central CT State University
      ii. Eastern CT State University
      iii. Western CT State University
  Community College Emeritus
      i. Middlesex Community College
      ii. Tunxis Community College
  CT State Community Colleges Areas of Study Policy Update
  CT State Community College Aligned Curriculum
Finance Items
  i. Modified FY2023 Community College Nursing Fees

ii.   Revised "Drop for Non-Payment" Policy
iii. Modified FY2023 Transportation Fee
iv.   CSCU 2020 Funding Reallocations
v.   Conveyance of Gateway Community College, North Haven Campus to ACES

RESOLUTIONS APPROVED ON CONSENT

Academic Programs – Discontinuations
i.   <u>RESOLVED</u>:   That the Board of Regents for Higher Education approve the discontinuation of a program, Gerontology, (CIP Code: 19.0702 / OHE# 18714), leading to a Graduate Certificate at Central Connecticut State University, effective June 2024.

Academic Programs - Modifications
i.   <u>RESOLVED</u>:   That the Board of Regents for Higher Education approve the modification of a program – Criminal Justice (CIP Code: 43.0104 / OHE# 000315), specifically modification of courses and course substitutions – leading to an Associate of Science at Manchester Community College.

Academic Programs – New Programs
i.   <u>RESOLVED</u>:   That the Board of Regents for Higher Education approve the licensure of a program in Applied Data Science (CIP Code: 27.0304, OHE# TBD) leading to a Master of Science at Eastern Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

ii. <u>RESOLVED</u>: That the Board of Regents for Higher Education approve the licensure of a program in Paralegal (CIP Code: 22.0302, OHE# TBD) leading to an Associate of Science at Tunxis Community College; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

Promotions and Tenures
<u>RESOLVED</u>: That the Board of Regents for Higher Education approve the 2022 promotions and tenures recommended by the presidents of the Connecticut State Universities.

Approval of Awardees for CSU-AAUP Faculty Research Grants
<u>RESOLVED</u>: That the Board of Regents for Higher Education approve the amended funding recommendations of the CSU-AAUP Faculty Research Grants' Selection Committee for the 2022-23 program year for Central, Eastern, and Western Connecticut State Universities.

Approval of Connecticut State Community College's Emeritus Recommendations
<u>RESOLVED</u>: That the Board of Regents for Higher Education approve the 2022 emeritus recommendations from the presidents and chief academic officers of the Connecticut Community Colleges.

Approval of Modification to the CSCU Areas of Study for CT State Community College
WHEREAS, Board of Regents Policy 19-037 identifies six Areas of Study for CT State Community College designed to provide a meaningful but manageable organizational framework for all academic programs and curriculum for the merged community colleges, aid in student decision making and providing students with clear paths to graduation, and facilitate the implementation of Guided Pathways practices; and

WHEREAS, Policy 19-037 was adopted prior to the appointment of CT State Community College leadership and academic administration and, as such, delegated maintenance and oversight of the Areas of Study exclusively to the CSCU Provost and Senior Vice President; and

WHEREAS, Policy 19-037 did not include specific provisions for regular status updates on implementation of the policy to the Board of Regents; and

WHEREAS, Subsequent discussion and deliberation by CT State Community College leadership, academic administration, and discipline experts and refinements to the academic structure for CT State, make clear the need for revisions to the names of the Areas of Study; and

RESOLVED: That the Board of Regents delegates to the CT State Community College President and CT State Community College Provost, and their designees, authority to maintain, refine, and revise the Areas of Study as needed to support the stated purposes of providing a meaningful but manageable organizational framework for all CT State academic programs and curriculum, aiding student decision making and providing students with clear paths to graduation, and facilitating the implementation of Guided Pathways practices; and directs the CT State Community College President and CT State Community College Provost, and their designees, to provide regular updates to the Academic and Student Affairs Committee to the Board of Regents on the implementation and success of the Areas of Study, such updates to be provided in June 2023 and in June of each year following.

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.
The degrees and certificates are included as Attachment B.

Finance Items:

Modified FY2023 Community College Nursing Fees

WHEREAS, the Nursing Media fee has been adopted by the Board of Regents for FY 2023 to allow nursing students to participate in program to reduce costs to students for materials for the program; and

WHEREAS, several changes to contracts and testing requirements as outlined in the attached staff report require some modifications to the approved Nursing Media and related fees; now, therefore, be it

RESOLVED, that the Board of Regents for Higher Education approve the modification of fees within the Connecticut Community College Nursing Program (CT- CCNP) as outlined:

	Approved Fall 2022 FY2023	Recommended Fall 2022 FY2023
Educational Extension Fees		
CT-CCNP Student Assessment Fee ATI	$82.00/$262.00	$136.25/$316.25
Nursing Media Fee	$247.75	$247.75/$0
Nursing ExamSoft Testing Fee	$0.00	$26.75

Revised "Drop for Non-Payment" Policy

WHEREAS, The Connecticut Community Colleges have an existing policy concerning dropping students from enrollment records for non-payment; and

WHEREAS, The current policy allows for inconsistencies in the practice of dropping students for non-payment across the system; and

WHEREAS, The proposed policy will establish specific criteria for when a college must drop for non-payment; and

WHEREAS, The proposed policy will establish a $500 drop for non-payment threshold, such that students with balances less than this threshold will not be dropped for non-payment; and

WHEREAS, The proposed policy will align the fee due date with the tuition due date by removing the requirement of fees to be paid at the time of registration; therefore, be it

RESOLVED, That the Board of Regents approves the attached Proposed Policy for the Connecticut Community Colleges; and be it further

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

Modified FY2023 Transportation Fee

WHEREAS, The Board of Regents for Higher Education ("BOR") pursuant to Connecticut General Statute section 10a-6(a)(3) establishes tuition and fee policies for the institutions that comprise the Connecticut State Colleges & Universities ("CSCU"); and

WHEREAS, The BOR in accord with Connecticut General Statute section 10a-77(a), shall fix fees for tuition at the regional community colleges and shall fix fees for such other purposes as the Board deems necessary at the regional community colleges; and

WHEREAS, The BOR adopted Board Resolution 22-013 at its February 2022 meeting establishing tuition and fees for all CSCU institutions for FY 2023; and

WHEREAS, The BOR participates in the UPASS program with the Connecticut Department of Transportation, under which students are charged a fee each semester for discounted use of Connecticut public transportation services; and

WHEREAS, In recognition of state action to make bus service free of charge during the pandemic the Department of Transportation has offered to reduce the fee for the fall 2023 semester from $40 to $16; now, therefore, be it

RESOLVED that the Board of Regents approves a reduction in the UPASS fee for all participating institutions for the fall 2023 to $16.

CSCU 2020 Funding Reallocations

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, two named line item projects that were funded from FY 2016 through FY 2019 as part of the CSCU 2020 Program are complete; and

WHEREAS, approximately $2,935,272 of uncommitted funding for two 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 – Southern's Health & Human Services, $2,000,000 (approximate)
2. FY 2013 & 15 – Western's Higgins Hall, $935,272: therefore, be it

RESOLVED, approximately $2,935,272 of uncommitted funds from completed CSCU 2020 projects will be reallocated to their respective University FY 2013 and 2015 Code Compliance/ Infrastructure Improvement programs.

Conveyance of Gateway Community College, North Haven Campus to ACES
WHEREAS, in 2012, Gateway Community College (GCC) relocated from the North Haven Campus at 88 Bassett Road, to its new Church Street, New Haven, campus, with the exception of their Automotive Technology program; and
WHEREAS, since 2012, CSCU capital plans have programmed the relocation of the Automotive Technology program to a new location; and
WHEREAS, since 2019, approximately 105,000 square feet of the 170,000 square foot North Haven facility have been leased to Area Cooperative Educational Services (ACES) for a Magnet School; and
WHEREAS, Special Act 21-33 conveys GCC's North Haven Campus to ACES; and
WHEREAS, Special Act 21-33 provides an easement for continued facility use and operations by GCC's Automotive Program, until a new location may be identified; and
WHEREAS, the conveyance of the North Haven Campus to ACES is contingent upon Board approval of the Conveyance Agreement and subsequent approval from the State Property Review Board; now therefore be it
RESOLVED, the Board approves a Conveyance Agreement with ACES for property located at 88 Basset Road North Haven; and be it further
RESOLVED, the CSCU is authorized to request approval from of the State Property Review Board for the conveyance of GCC's North Haven Campus at 88 Bassett Road, New Haven, to ACES.

ACADEMIC & STUDENT AFFAIRS COMMITTEE – Committee Chair Bloom
No report.

AUDIT COMMITTEE – Committee Chair Wright
No report.

FINANCE & INFRASTRUCTURE COMMITTEE – Committee Chair Balducci
Committee Chair Balducci reported that the Finance and Infrastructure Committee met on June 9, 2022. The committee acted on several items, including a new policy regarding Refugees and Asylees and the FY 2023 Spending Plan. In addition, several minor policy and fee changes and real estate matters appeared on the Consent Agenda.

Refugee and Asylee Policy
The Committee recommends full Board approval of a new policy regarding refugees and asylum-seekers. This policy establishes relationships with state agencies and refugee settlement organizations and allows individual institutions to implement various supports and accommodations to meet the needs of these students, within available resources. The policy is in response to a request from the Faculty Advisory Committee and developed in consultation with campus leadership and the system office administration.

Committee Chair Balducci put forth the resolution as a motion to approve. It was seconded by Regent Bloom.

Regent Bloom noted that the Academic & Student Affairs Committee has also endorsed the resolution and is looking forward to the working groups as the academic equivalencies are reviewed. Professor Blitz stated that the ASA Committee added the requirement of an annual report to the resolution.

The resolution was approved by unanimous voice vote.

FY2023 Spending Plan

>The Committee recommends the approval of the proposed FY 2023 spending plan. This plan allows CSCU to continue to rebuild our enrollment and finances while also advancing the community college merger during their final year as 12 separate institutions.
>
>- The spending plan relies on conservative assumptions regarding enrollment – slightly down at the universities and stabilization at the colleges.
>- The plan also relies on $225 million of one-time funding from the state – 26% of all revenue for the system. While this aid is welcome, it is urgent that the system use this year to implement changes that will balance the budget in future years.
>- The spending plan reflects the ongoing reorganization of the colleges into CT State. In the coming year, hundreds of staff members will shift into the new organization as more responsibility for day-to-day operations shifts to CT State.
>- The plan takes some advantage of the historic surge in retirements – 750 CSCU employees have retired in the last year including 5% of full-time faculty and 16% of staff.
>- The plan includes all the costs related to our collective bargaining agreements.
>
>CFO Barnes provided a brief presentation on the proposed spending plan (Attachment C).

<u>Committee Chair Balducci put forth the resolution as a motion to approve. It was seconded by Regent Wright</u>.

Professor Blitz asked where the salaries associated with BOR job postings are being paid from and why aren't the costs being shown under BOR expenses. CFO Barnes responded that the jobs Professor Blitz is referring to are virtually all Shared Services positions (payroll, accounting, etc.). The costs are allocated to the units using those services (i.e., community colleges, Charter Oak, System Office, limited university support).

Professor Blitz asked if the job hirings for the 6 CT State Academic Deans aligned properly with the revision of the 6 Areas of Study approved on the Consent Agenda today. CFO Barnes noted that there is an ongoing search for the positions underway. If changes need to be made to the search based on the areas of study, hiring specs can be revisited with the leadership of CT State. Regent Bloom noted that today's resolution on Areas of Study delegated the authority for revision and review to the Provost of CT State from the CSCU Provost with regular updates to the BOR. Professor Blitz requested close follow-up on any affected transfer articulation agreements with the universities.

Professor Sesanker requested further clarification of the funding for each of the 12 colleges and for CT State.

CFO Barnes pointed out on page 52 of the BOR packet that there is a line for the CSU System Office (which is the portion of the System Office costs dedicated to the universities); similarly, a line for System Office support of the community colleges and Charter Oak, and a line for shared services in support of the community colleges are included (IT, HR, payroll, accounting, purchasing, grants management, etc.).

Regent Porth asked what the BOR needs to be doing or thinking about to prepare for the fall-off in state aid next year. CFO Barnes responded that several months ago, President Cheng asked institution leadership to begin a process to identify short-term savings that can be accomplished this year and to identify savings and changes that can be implemented over this year to ensure that we are well-matched between programs we offer and the students we anticipate. The review is underway.

<u>The motion was approved by unanimous voice vote</u>.

HUMAN RESOURCES & ADMINISTRATION COMMITTEE – Committee Chair Howery
The HR Committee met on June 1, 2022. The Committee brought forward the result of several months' work reviewing the existing Management and Confidential Employee policies with an eye toward new state and federal rules and laws, organizational changes, technical updates, and alignment with updated practices. The committee presented the completed revised policy document which:
• Clarifies BOR responsibilities versus those of administration (through the System and Institution Presidents) including those related to appointments and non-continuation.
• Includes revised language in vacations, Holidays, Comp Time Off, and Leaves of Absences.
• Revises Discipline, Reprimand, Suspension, and Termination sections.
• Includes technical revisions throughout the document to align with changes in process, positions, terminology and style that impact all management/confidential employees.
The HR Committee has held two meetings on this matter, reviewed draft materials, and presented the updated policy.

Regent Howery presented the resolution as a motion to approve. The motion was seconded by Regent Bloom. The resolution passed by unanimous voice vote.

EXECUTIVE COMMITTEE – Chair Fleury
No report.

EXECUTIVE SESSION
At 11:35 a.m. on a motion by Regent Wright, seconded by Regent Howery, the Board voted to go into Executive Session for the purpose of discussion concerning the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee. Chair Fleury announced that no votes would be taken in Executive Session. Chair Fleury directed President Cheng and Dr. Pritchard to remain with the Board in Executive Session.

In addition, Chair Fleury noted that there may be a vote when the Board returns to Open Session.

RETURN TO OPEN SESSION
At 12:43 p.m., Chair Fleury announced that the meeting was in Open Session and that no votes were taken in Executive Session, which was limited to discussion concerning the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee, specifically President Cheng's very favorable first year review.

Based on the discussions in Executive Session, *Chair Fleury asked Regent Howery to read the following resolution into the record as a motion to approve*:

Salary Increase – President Terrence Cheng

WHEREAS, the Agreement between the Board of Regents and Terrence Cheng provides that the CSCU President receive salary increases consistent with those increases the Board of Regents periodically provides for all of its management and confidential employees during the term of his contract; therefore, be it

RESOLVED, that effective July 1, 2022, President Cheng's base salary shall be increased by 3% to align with salary increases provided to CSCU institution presidents in fiscal year 2022.

Regent Wright seconded the motion which carried following a unanimous voice vote.

Regent Howery asked Chair Fleury for a point of personal privilege to read the following resolution acknowledging Chair Matt Fleury:

THE CONNECTICUT BOARD OF REGENTS FOR HIGHER EDUCATION
EXTENDS ITS DEEPEST APPRECIATION AND THANKS TO ITS CHAIRMAN
MATT FLEURY

WHEREAS, Matt Fleury's tenure on the Board of Regents ends on June 30, 2022, after 11 years of service to higher education in the State of Connecticut, and,

WHEREAS, Chair Fleury was first appointed to the Board of Regents in 2011, supporting the Board's mission as Chairman of the Finance & Infrastructure Committee, as a member of the Executive Committee and various presidential search committees.

WHEREAS, in June 2016, Governor Malloy appointed Matt Fleury as Chair of the Board of Regents and in September 2019 Governor Lamont reappointed him as Chair until the end of Chair Fleury's term, and,

WHEREAS, Chair Fleury has led the Connecticut State Colleges and Universities System with a passion for accessible, affordable, and equitable educational opportunities, and,

WHEREAS, Matt Fleury has brought leadership and stability to the Board and the System during a turbulent economic environment for higher education, and has helped shape and articulate the vision and strategy of the Board of Regents by engaging, organizing, and supporting the talented CSCU team and Board of Regents, and,

WHEREAS, Matt's leadership has been critical to the CSCU system through the COVID pandemic, contract negotiations, and the CT State consolidation, and has been a visible fixture at more than a dozen Commencement ceremonies over the years, and

WHEREAS, Matt has used his lived experience as a community college graduate and Charter Oak State College alumnus to establish himself as a leader in the community and in the state, and has used his stature, profile, and acumen to advance the broad goals and objectives of the CSCU system and the state, and

WHEREAS, Matt has been a tremendous advocate for the CSCU system, as a regular presence in the Capitol in support of fair funding for public higher education and policies that benefit CSCU students and institutions, and

WHEREAS, throughout his tenure, Matt has prioritized student retention and graduation, has valued the skilled faculty and staff who support student teaching and learning to ensure that CSCU meets Connecticut's goals of an educated workforce that supports the state's economy; now, therefore, be it

RESOLVED, that the Board of Regents for Higher Education recognizes Chair Matt Fleury for his vital contributions to the CSCU system – to our students, faculty, and staff; and, be it further

RESOLVED, that the Board of Regents, in consultation with President Cheng, has conferred a CSCU-wide honorary degree of Doctor of Educational Leadership and Policy from Southern Connecticut State University to be awarded to Chair Fleury at a future commencement ceremony; and be it further

RESOLVED that the Board of Regents for Higher Education extends its sincere appreciation to Chair Matt Fleury for his leadership with the Connecticut System of Colleges and Universities, and extends its sincere, heartfelt wishes to him as he continues his work at the Connecticut Science Center, with the International Association of Science & Technology Centers and the MetroHartford Alliance and spends more time with his loving family.

Vice Chair Ryan made the motion to adopt the resolution. Regent Wright seconded the motion. Vice Chair Ryan called for the vote which was carried after a unanimous voice vote.

Chair Fleury made the following closing remarks:
- He noted his continued support for the students of Connecticut and for the role of higher education in the State.
- He thanked Governor Malloy and Governor Lamont for their confidence in him, the State Representatives who appointed him to the Board, and his fellow Regents (both past and present) for the dedication to the arduous, important, valuable work.
- He thanked President Cheng, Dr. Alice Pritchard, Ben Barnes, the faculty, and staff across the System.

ADJOURNMENT

Chair Fleury exercised his prerogative and asked for a vote to adjourn the meeting. It was unanimously adjourned at 12:53 p.m.

Submitted,

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

Attachment Listing

June 23, 2022 BOR Regular Meeting

Attachment A	Written Comment from the Public
Attachment B	Aligned Curriculum – Degrees & Certificates
Attachment C	Finance Presentation

Attachment A – Written Comment from the Public

Chair Fleury, President Cheng and members of the Board of Regents, thank you for this opportunity to speak with you today.

Many of you know me. My name is Stephen Adair. I am a professor of Sociology at CCSU and from 2013-2018, I was Chair or Vice Chair of the FAC and served on this Board in the position that David Blitz now occupies.

As many of you also know, I was and remain opposed to the decision by this Board to consolidate the community colleges. As I see it, the consolidation remains an expression of the hubris of a state agency that used its monopoly over information that flows to this Board to maximize its sphere of control over the institutions it governs.

A critical matter that this Board has never really been honest about is how much the transition to the one college will cost.

In the initial "quantification" of the consolidation in December 2017, the finance report showed growing savings through the transition until the completion of the consolidation achieved the promised savings of $41 million annually. At that meeting, I asked about what expenses would be generated through the transition and was told these would be negligible. Under the initial plan, the transition was supposed to be free.

Even after the initial substantial request was denied by NECHE (then NEASC) in 2018, the finance reports continued to list two lines over the next couple of years: one with "Students First" and one without (or doing nothing), and these also showed some immediate savings that would continue to grow until the transition was completed.
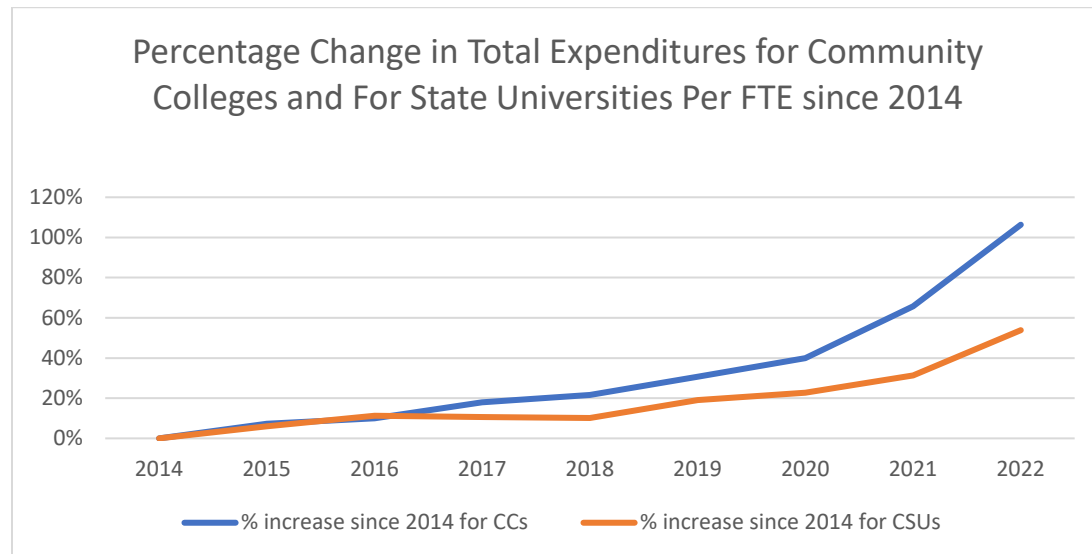
Now, we all know this is not how it turned out. You have been building a centralized administration while the 12 colleges have had to limp along, diminished in the basic functionality by attrition, but nevertheless needing to maintain operation. The transition has been expensive.

What the transitional costs and the associated weighing the costs and benefits of higher educational mergers are important for its own sake. New Hampshire, Massachusetts, and Maine are in various stages of moving toward a higher education consolidation. It matters in terms of thinking about the immediate futures of the CSUs, and it certainly matters to the Connecticut legislature and the citizens and taxpayers it represents.

The recent NCHEMS report on the rising costs at WCSU was based on a comparison of total spending per FTE student across the CSUs. Using a similar denominator to assess the cost of the consolidation is instructive.

The graph and the data table below were built on the June Finance Committee reports. Appendix C in those reports includes a projected total cost for the CSUs and the CCs as the fiscal year is nearing a close. Undoubtedly there will be some minor differences between these figures and the end of year summations included in the audit report. These reports also include figures for the total number of full time, part time, and FTE students. Using 2014 as the base year, the two lines outline the percent increase in total expenditures per FTE student for the CSUs and the CCs.

As you can see, from 2014 – 2016, these increases are roughly equivalent for the CSUs and the CCs, but they begin to diverge in 2017 and 2018, and the differences continue to grow. In 2022, total expenditures at the CSUs were 54% larger per FTE than in 2014. For the CCs, the figure was over 100%.

Percentage Change in Total Expenditures for Community Colleges and For State Universities Per FTE since 2014

The rows below the data table report what the total expenditures at the CCs would have been if they had increased at the same rate as CSUs. The line below it calculates the difference between these figures and what was actually spent. The summation of this row results in a disturbing total of more than $422 million.

I am not going to claim that $422 million is the total cost of the consolidation, but I do believe the consolidation remains the largest share of this figure.

There are a few adjustments we should consider. The enrollment decline through the pandemic was much steeper at the CCs than at the CSUs, and certainly the institutions cannot always make rapid adjustment to short term enrollment changes. The legislature provided support to the CCs for the pension legacy costs paid out of the operating fund in recent years, such that this additional support would appear in the total expenditures for the CCs, but not for the CSUs. The increases in total expenditures for both the CSUs and the CCs over the last two years are also partially explained by the additional pandemic relief funds provided by the federal government.

Nevertheless, based on these figures, we might reasonably estimate that the total transition cost for the consolidation might well exceed $200 million. The BOR should be honest about that.

The dollar figure, of course, does not describe the less tangible costs associated with lost opportunities, the erosion of collective trust in the institutions that the faculty and staff serve, and what will prove to be immense turmoil, confusion, and dysfunction that will inevitably follow if indeed the one college begins operation in 2023.

Thank you for this time.

	2014	2015	2016	2017	2018	2019	2020	2021	2022
CC	436,087,499	460,471,909	469,353,811	458,872,905	461,226,043	482,276,889	488,292,575	487,115,428	571,570,288
FTE	30,875	30,372	30,195	27,532	26,840	26,138	24,716	20,817	19,612
$/FTE	14,124	15,161	15,544	16,667	17,184	18,451	19,756	23,400	29,144
% $, 2014	0	7.34%	10.05%	18.00%	21.67%	30.64%	39.88%	65.67%	106.34%
CSU	623,845,025	657,790,902	689,095,884	678,763,732	668,141,871	717,391,086	716,834,050	712,200,263	770,234,314
FTE	26,862	26,719	26,680	26,408	26,137	25,945	25,137	23,359	21,557
$/FTE	23,224	24,619	25,828	25,703	25,563	27,650	28,517	30,489	35,730
% $. 2014	0	6.01%	11.21%	10.67%	10.07%	19.06%	22.79%	31.28%	53.85%
		454,738,516	474,296,097	430,369,578	417,269,026	439,536,900	428,651,210	385,999,473	426,164,345
		5,733,393	-4,942,286	28,503,327	43,957,017	42,739,989	59,641,365	101,115,955	145,405,943

Number of FTE Students at the CSUs in 2017 was not provided in the Finance report. 26,408 represents a simple average between the 2016 and the 2018 figures.

Members of the Board of Regents,

My name is Ibtsam Mahfouz, an Associate Professor at Manchester Community College and a member of the 4Cs.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and <u>that they refuse to pay us</u>.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Thank you for your consideration.

Ibtsam Mahfouz
Associate Professor of Computer Science
Engineering, Technology and Computer Science
Manchester Community College
LRC A222
Great Path, MS #17
PO Box 1046
Manchester, CT 06045-1046
860-512-2710
imahfouz@manchestercc.edu

My name is Lisa Celona and I work at Tunxis Community College. I am a member of the 4cs.

I was asked to teach online shortly after being hired in 2006 as a full-time instructor. I immediately complied and have been doing so every semester since, expanding our online course offerings from just Elementary Spanish I at the outset, to Elementary Spanish II, Intermediate Spanish I, Intermediate Spanish II, Elementary Italian I and Elementary Italian II over the last 16 years. In the process, I grew our Foreign Language enrollment by expanding the semesters in which our online classes are offered from just Fall and Spring in the beginning, to Winter and Summer for the past decade now as well. I have had consistently positive online classroom observations and evaluations by my supervisors and students throughout my career, the latest one from my Department Chair being as recently as last summer. A Spanish adjunct, Professor Viviana Pinhasi-García, and I completed the Best Practices of online Pedagogy classes on our own time without being compensated several summers ago when all faculty were first requested to do so. After having successfully taught hundreds of online classes to date, it is insulting that we are being told that if we want to continue teaching online classes, we have to complete 5 badges by next summer. Faculty with proven track records such as ours should not be required to do additional training or take tests to prove our skills. Adjuncts especially, and all professors frankly, should be compensated for the time we are needlessly wasting on completing this redundant iTeach certification. Faculty at the four year state universities and at UCONN are not being required to do this unpaid work, so why should we as community college professors be asked to do so for free after having successfully taught online for decades?

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards For CSCU faculty as community college faculty.

June 23, 2022

Members of the Board of Regents,

My name is Professor Margaret Dana-Conway, I work at Norwalk Community College, I am member of the 4C's.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and <u>that they refuse to pay us</u>.

In the 27 years I have been in the community college system, I have never witnessed such bias and prejudice towards our students. The Board of Regents response to this issue assumes faculty serving the community colleges are less than the university faculty. It is as if the community college faculty in not an academic equivalent to university faculty. This is just another slap in the face to a system that built and continues to build, Connecticut's work force. It is the system that the dreams and goals of our minority population. Shame on you!

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Margaret Dana-Conway
Professor, Early Childhood Education
Norwalk Community College

June 23, 2022

Members of the Board of Regents,

My name is Ann Gustavson, I work at NCC, and I am a member of the 4Cs.

The BPOP/iTeach training should not be required of adjunct faculty without compensation. It is unfair to adjunct faculty to require this since, unlike their full-time peers, they receive no compensation whatsoever for completing these programs. Many will not even teach online because full time faculty get preferential treatment in scheduling.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty, nor compensate full-time faculty and not their adjunct counterparts.

Sincerely,
Ann Gustavson

June 21, 2022

To: **Members of the Board of Regents**

My name is Gail Hughes, I work at NVCC, Waterbury. I am a member of the 4Cs.

   As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training. Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this long standing dispute. Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time. We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement. This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

   I have been teaching as a part-time adjunct faculty member at NVCC since 2002. I graduated from Mattatuck Community College in 1991 and was employed as an EA for four years after graduating from NVCC, while pursuing my Bachelor's Degree and finally my Master's degree from CCSU. Over the many years of teaching at NVCC, I have attended training and consulted with our IT department to familiarize myself with Blackboard and learned how to post Powerpoints, homework, and announcements to each assigned class. During the onset of COVID, after being told that we would not return to the classroom, I was able to immediately continue classes and keep ongoing contact with my students on a weekly basis. I posted online exams and notified students about grades, discussed answers, and had a written dialogue with students on a regular basis. This process of assisting students and supporting them took several additional hours during the week, far more than when I was teaching on site. We have had many hours of uncompensated work hours as we learned LRON formatting, teaching from home in an online format and at the same time supporting our students through an unprecedented time. Additionally, many of us met students online using the TEAMS/WebEx formats to meet with students in addition to utilizing resources on Blackboard. We had to learn and adapt quickly to help students through the process and focus on retention. I had to purchase a new laptop and needed to update my router and modem while teaching via the LRON format. These are all uncompensated expenses.
   Additionally, it is very difficult to attain training at this time as the training slots are going to the full-time faculty first as their deadline is sooner than the deadline for part-timers. I have attempted to sign up for training twice and the classes are full within minutes of posting. I have heard the same experience from others. At a time that we need to move toward equity, there appears to be continuing barriers toward that goal. Adjunct faculty are asking for recognition. In our world, that translates to how we are compensated, respected, and valued. We, along with

the full-time faculty, are united in our goals. We truly have a passion to teach and pass the torch to the next generation. We inspire our students to keep going, never give up, and believe in themselves. One day at a time; one course at a time. We, part-time adjuncts, deserve to be compensated for our mission, our time, our work.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Respectfully submitted,

Gail Hughes, Chair, 4Cs, Part-timers, NVCC

Members of the Board of Regents,

My name is Sabrina Adams-Roberts, I work at Manchester Community College, I am member of the 4C's Union. As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement. This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty

Sincere Regards,

Sabrina Adams-Roberts, LMSW
Advisor & Adjunct Faculty
Manchester Community College
Phone: 860.512.3343
Email: sadams-roberts@mcc.commnet.edu
Book Advising Appointments here!

Success is to be measured not so much by the position that one has reached in life, but by the obstacles which they have overcome. – Booker T. Washington

****************** CONFIDENTIALITY NOTICE ******************

June 23, 2022

Members of the Board of Regents,

My name is Elaine Kotler, I work at Manchester Community College, I am member of Congress of Connecticut Community Colleges, SEIU 1973.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I took the ITeach class last summer. It was time consuming and I learned nothing new. I have been and adjunct at MCC for over 20 years and have been using Blackboard (or earlier Blackboard Learn) in all that time and have been proficient. I don't feel that I needed to waste so many hours to earn a certificate to prove my competency. And, the instructors were hypocrits. They were trying to teach different modules each week. One was solely based on differentiation and accommodations. Yet, they had no concept of meeting student needs. I missed one deadline for 1 of 4 assignments in one week due to a state-wide blackout. . I turned it in 6 hours late when the power returned. Yet, there was no compassion, no understanding and no accommodation. I received a 0 for the week, though the rubric stated I should have 75%. I was told they cannot make any exceptions, thus defeating the concept of meeting students needs. I am proficient in using technology and I am more than proficient in helping my students succeed,. The instructors of ITeach do no possess

that ability.

I object to the iTeach mandate as it is time-consuming, time that is not compensated for Adjunct Faculty. It is not a useful learning experience, and the instructors do not practice what they preach. There are better ways to prove technological proficiency.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Elaine Kotler
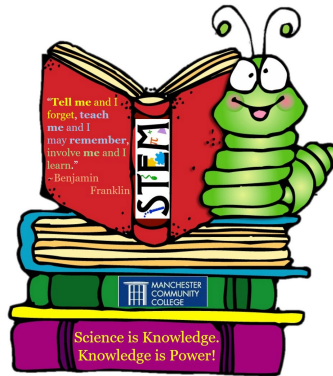
Elaine Kotler, Adjunct Faculty
Science, Technology, Engineering and Mathematics (STEM) Division
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Manchester Community College
Manchester, CT 06045-1046
ekotler@manchestercc.edu

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June 23, 2022

Dear Members of the Board of Regents,

Happy summer 2022 to all of you.

I'm Professor Christine Japely of Norwalk Community College and a member of the 4C's bargaining unit.

Please be aware that Ben Barnes and others at the system office are demanding uncompensated labor from adjuncts in mandating an ***unpaid*** 35-hour training ("i-Teach"/Best Practices of online teaching). This is jaw-droppingly horrifying. I say this as a full-time and tenured faculty member who stands in solidarity with adjunct faculty who are consistently underpaid and given short shrift by a system for which they do the bulk of the instructional load.

Mandating this training would probably be acceptable if appropriate financial compensation would be offered. Not offering any compensation is an embarrassing and egregious abuse of the huge majority of community college teaching faculty - the adjuncts.

There are many other unfair aspects to this mandate (CSCU faculty are not subject to the same mandate, experienced online faculty are not given waivers, there is not a full menu of training options, etc.) but in my mind the most grotesque abuse is forcing adjuncts to take this training without compensation.

Please re-think this abusive situation. Bad blood between faculty and administration/BOR will only continue until the administration/BOR do the right thing in a few areas. Treating faculty like third-rate citizens has gone on far too long.

Christine Japely

Professor of English - Norwalk Community College

cjapely@norwalk.edu

Good morning members of the Board of regents:

I am Joel Leneker and I have taught graphic design for 20 years at Gateway Community College, in addition I have served as interim program coordinator for the Gateway CC Art and design program from August 2021 to January 2022. I am a member of the 4 Cs union.

I am here today to present my concerns regarding the recent iTeach training mandate and the equity of the mandate.

As of October 8th, 2021, Fall semester the community college 4c's membership teaching faculty payroll there included 2,289 faculty, of which 575 were full -time faculty and 1,714 part-time faculty. This is a 25% to 75% ratio of full time to part-time employees.

It is my understanding that the board of regents has mandated all community college faculty be trained in iTeach by June 2023. Estimated training time is 35 hours. Full-time faculty will receive release time to complete this training while contracted part-time faculty are being required to do this training with no compensation.

Regarding equity of this mandate I have the following questions:

1. How is it equitable that full time faculty receive release time to complete the training but part time faculty receive no form of compensation. Especially since 75% of your faculty are adjunct.
2. How is it equitable that faculty at Central, Eastern, Southern and Western State Universities are not required to be certified in iTeach since we all are state employees in higher education? What industry sector segregates its employees in this matter.
3. Is iTeach certification a condition of employment?
4. May faculty be fired should they not complete the training?
5. Are there other consequences to faculty that choose not to take the iTeach training?

I would appreciate and expect a written answer to these questions via email or certified mail within 30 days. My email address is: JLeneker@gwcc.commnet.edu.

Joel Leneker
70 Huntingtown Road
Monroe, CT. 06468

Should no response be received I understand that the following to be true:
   1. ITeach is not required for part-time faculty members without compensation
   2. Faculty will not be fired for not completing iTeach training.
   3. There are no other consequences to not completing the training

I thank you for your time and I urge to you to treat all state employees equally.
A few recommendations to achieve this equity include:

1. Remove the iteach mandate, but if you choose not to do so, apply the mandate to all faculty members system wide to include the CT State University faculty.
2. Compensate part time faculty $1500 to complete the iTeach training

Best regards,

Joel Leneker
203.673.9100 mobile

Kevin J. Kean, Ph.D.
Part-time instructor, Department of Psychological Science
Central Connecticut State University

keankej@ccsu.edu

June 23, 2022

Dear members of the Board of Regents, distinguished guests, and colleagues:

Thank you for the opportunity to address you today. The COVID-19 pandemic has been difficult for everyone, including the students, staff, and faculty in the CSCU system. One group that has been disproportionately affected has been the part-time faculty.

As you may know, the majority of faculty across the CSUs and Community Colleges are both part-time and contingently employed. We are paid poorly, and we are afforded fewer resources and benefits than full-time faculty. While we understand the need for flexibility and cost savings, contingent employment has a human cost. Our students are also impacted, because our teaching conditions are their learning conditions. The COVID pandemic exacerbated the inequities experienced by part-time faculty. If I may, I would like to offer two examples.

First, between 10% and 15% of CSCU part-time faculty lost their jobs as a result of lower enrollments due to the pandemic. That means somewhere between 400 and 600 of the approximately 4000 part-time CSCU faculty (NCES, Fall 2020) lost their classes. There has been some recovery since the lowest point of the pandemic, but not nearly enough. Contrary to popular belief, the faculty did not make it through the COVID pandemic unscathed. The part-time faculty have paid a heavy price.

Second, part-time instructional faculty in the CSCU system do not have paid sick time. But our full-time faculty colleagues and other professional employees do. It has always seemed unfair for part-time faculty to have to work when they are hurt or sick, or risk losing their jobs. It is even more absurd during the worst pandemic in over a century.   When most instruction went remote because of COVID, the system still wanted some instruction to be done on-ground. Full-time faculty most often got to choose whether they taught on-ground or not. Part-time faculty often did not have that choice. Try to imagine being required to work on-ground in a classroom before vaccines were widely available. Recall that many part-time faculty do not qualify for health insurance through their employment with CSCU. Now add the lack of paid sick time. Part-time faculty have worked on the front lines during this pandemic, risking their health with no safety net.   No other group of CSCU employees has been asked to work on-ground and in-person without paid sick leave. Do you think this is proper?

During the recent contract negotiations with the Board of Regents, my union (CSU-AAUP) proposed extending paid sick leave to part-time faculty. If there has ever been a time when the need for paid sick leave was obvious, it should have been now. But the Board of

Regents representatives would not negotiate about paid sick leave. They refused to consider the issue. A modest paid sick leave policy is hardly an extravagance, but the majority of CSCU faculty still do not have it. If equity for CSCU students, staff, and faculty is a priority, how can an issue like this be allowed to stand?

While there are many other part-time faculty issues, I hope you can see my point. To repeat what I said earlier, faculty teaching conditions are the students' learning conditions. And the teaching conditions for the part-time majority of CSCU faculty are woefully inadequate.

It would be preferable to see the Board of Regents' commitment to the part-time faculty majority reflected in the collective bargaining agreements, but there are things that can be done now. One very simple thing would be to negotiate a memorandum of agreement regarding sick time for part-time faculty. The CSU-AAUP contract proposals contain some sick leave and sick leave bank language that would serve as a good starting point.

I urge you to consider taking concrete action now to help correct a long-standing injustice. Thank you for your time and attention.

Kevin J. Kean

Thursday, June 23, 2022

Members of the Board of Regents,

My name is Rotua Lumbantobing, and I am an economist and the AAUP chapter president at Western Connecticut State University.

First, I want to make clear that I and other professors at the state universities fully support our sisters and brothers from the 4Cs who are here today to illustrate, for the umpteenth time, the absurdities of the iTeach requirement for community college professors.

It is ludicrous, but not surprising, that this Board has issued one policy for CSU professors who teach online, and a completely different policy for our equal counterparts at the colleges.

You have used this divide and conquer tactic before. You can keep trying, but it won't work.

Whether at the colleges or the universities, we will continue to stand together as dedicated educators who serve our state's largely working class, Black, Brown, and other underprivileged students.

My brother Seth Freeman has sometimes used the word "disgusting" when addressing this Board.

I, for one, do not think that sort of language is appropriate. Not because it goes too far, but because it doesn't go nearly far enough in capturing the sheer intransigence and incompetence you have demonstrated when it comes to running a system of higher education.

As you know, at Western, we are ostensibly facing a dire financial situation. John Clark took the fall, but he is hardly the only one responsible. This Board also shoulders a great deal of the blame. You have incentivized local administrators to generate revenue as if we were a business rather than a public university. The risky schemes our local administrators have adopted speak for themselves.

Even so, we do not lay all of the blame on your doorstep. As bad as your policies are, Western is ultimately in its current financial "crisis" because the state refuses to sufficiently invest in public education as a social good.

Until Governor Lamont and other policymakers choose to fund the institutions that serve our state's most vulnerable citizens and communities, these crises will continue to snowball.

For far too long, faculty members – those of us who know best how to build a healthy university – have been shut out from the decision-making process. At Western, we are demanding that faculty finally make shared governance a reality rather than the empty concept it has been until now. This is the only way forward if we truly want Western to become the university our students and the Danbury community deserve.

Thank you.

Lisa Macbride
221 W. 82 Street
Apt. 8F
New York, NY 10024
860-490-1151
LMACBRIDE57@GMAIL.COM

June 23, 2022

Dear Members of the Board of Regents,

My name is Lisa Macbride and I am a long time adjunct faculty member at Tunxis Community College. I am also a proud member of the 4Cs union.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training course.

Last week, the Vice-President of Human Resources, Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the Board of Regents met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time. We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I have been teaching online exclusively since March of 2020, when the colleges closed due to the Covid-19 pandemic. At that time, all faculty were thrust into a situation whereby they had to learn, and learn quickly, how to provide the exemplary education our college students deserve and in an entirely new format. This involved hours of work learning new programs and how to provide the altered curriculum to the students in a

professional manner. I'm proud to say I not only perfected the necessary tools but have created seamless courses incorporating online teaching while maintaining the relationship that is fostered in the on campus classrooms. I am very proud of my accomplishment in this area. Why then must I be forced to take a course involving 35 hours of work but 35 hours of <u>unpaid</u> work? In any other training period for a position, the trainee is always compensated for their time. Faculty in the Community College system must not be expected to get this training, which is unnecessary in many instances, and receive no pay for their time. It is grossly unfair.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Respectfully,

Lisa Macbride

June 23, 2022

Members of the Board of Regents,

My name is Francis Pfeiffer, I work at Housatonic Community College, I am member of 4c's

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pa

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

June 22, 2022

Members of the Board of Regents,

l am a proud member of the Three Rivers Community College family. I hope that you will support our community college faculty who are being mandated to complete the iTeach training without fair compensation, regardless of whether they will ever teach online.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach Training with no monetary compensation. We have also pointed out the inconsistency of community college faculty being forced to do this training when our peer state university's faculty have no such requirement.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, there must be an alternate mechanism in place for faculty with prior online teaching experience to demonstrate proficiency.

Our CT State managers have instituted the iTeach policy without collaborating with faculty and without shared governance. CT State managers have also refused to come to an agreement that compensates all faculty for completing this 35-hour training.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty and <u>refuses to pay us</u>.

Management has blatantly ignored our standard practices for personal interest. Such a mandate can and will negatively impact the CT State Community College System and its employees. Furthermore, to train without being paid may be construed as a relative form of workplace bullying by management. Mandating non-compensatory training is unethical and prohibited.

According to The U.S. Department of Labor, no employee can be mandated to take a 35-hour training and not be monetarily compensated for their time.

> "**The U.S. Department of Labor, Wage and Hour Division, enforces the Fair Labor Standards Act**, the federal law that provides minimum wage, overtime, child labor, and recordkeeping requirements for covered employers in the U.S. Determining compensation due to your employees under the FLSA depends upon the accurate tracking of compensable time, or what the law refers to as hours worked". "**WHD** finds violations of the FLSA at businesses nationwide, a large percentage of which result from the business owners failing to pay employees properly for hours worked. When such violations are disclosed, employers pay back wages to employees and risk exposure to additional damages and penalties. The costs of non-compliance can mount up quickly. Some of the most frequent problem areas identified

regarding hours worked include: **1) Failure to record and to pay for hours spent completing required training;** 2) Failure to record and to pay for hours worked before and after scheduled shifts; 3) Failure to pay for hours worked when employees work through meal periods; and 4) Failure to record and to pay for hours spent in travel between store locations. Hours Worked Principles: In general, hours worked include all time an employee must be on duty, or on the employer's premises or at any other prescribed place of work (except for certain breaks), from the beginning of the first work activity to the end of the last work activity of the workday".   "1) Do I have to pay my employees for training time? When your employees participate in required training, whether on-site or online, that time must be recorded and paid for. They also must be paid for any time spent in training while they shadow experienced employees or do anything else related to their current jobs. For time spent during training programs, meetings, lectures, and similar activities **not** to be counted as hours worked, it must meet all four of the following criteria: It must be outside of normal hours; it must be voluntary; it must **not** be job-related, and no other work is concurrently performed. Time spent completing online training, even when completed away from the worksite, must be counted as work time unless all these criteria are met. Online courses are often job-related and are often not voluntary".

We all have made concessions over the years in one form or another and have fought to ensure nothing would hinder us from performing our duties to the best of our abilities. With continuous changes, we have learned to acclimate to better serve our community and employer. Our loyalty to our communities and dedication to our employer is beyond reproach.

I urge the Board of Regents to treat all CSCU faculty equitably. Enforcing such an impasse mandate will damage our reputations during this economically challenging time. I respectfully request a critical reexamination of this mandate be taken before a final decision is made.

Sincerely,

Donna M. Ramos
Financial Aid Assistant
Three Rivers Community College

Sources

http://esa.esa.dol.gov/whd/resources/DROP_IN_ARTICLE 3
http://esa.esa.dol.gov/whd/resources/DROP_IN_ARTICLE_Hours_Worked.htm 03/12/2019

The United States Department of Labor is one of the executive departments of the U.S. federal government. It is responsible for the administration of federal laws governing occupational safety and health, wage and hour standards, unemployment benefits, reemployment services, and occasionally, economic statistics.
https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/HoursWorked.pdf

Statement to the CSCU Board of Regents – 6/23/22

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

Board of Regents Members,

I will use my statement this month to talk about the ongoing failures of CSCU President Terrence Cheng and Board of Regents Chair Matt Fleury.

Through the ongoing BOR takeover of our community colleges, President Cheng and Chair Fleury have shown time after time their unlimited appetite to centralize BOR power, steal agency from community college workers and local managers, hurt our students, and try and try to weaken our unions.

Here is our running list of their dishonest and dishonorable acts:

- CSCU managers creating separate policies and for university faculty and community college faculty, such as the planned elimination of faculty department chairs, planned elimination of developmental education, and the iTeach mandate
- CSCU managers taking curricular control away from community college faculty
- CSCU managers failing to honor agreements signed at the bargaining table and providing lower wage increases to non-tenure track workers than tenure-track workers
- CSCU managers continued and ongoing attempts to steal bargaining unit work and weaken community college unions
- CSCU managers attacking college faculty by forcing faculty to work for no pay
- CSCU managers ongoing efforts to silence and disempower campus-level managers
- CSCU managers refusal to address and acknowledge the over-reliance of adjunct faculty and racialized austerity in the CSCU system

Each item above on its own is a breach of faith between these two leaders and CSCU students and workers. President Cheng and Chair Fleury negotiate in bad faith and lie about agreements they sign at the bargaining table. President Cheng and Chair Fleury think it is equitable and honorable to give part-time workers lower pay increases than full-time workers. They believe it is just to have different standards for university and community college faculty. They believe community college students should have less access to FT faculty as university students.

President Cheng and Chair Fleury don't understand what equity really is. Equity is paying workers fairly for our time. Equity is valuing part-time workers as much as you value full-time workers. Equity is holding all faculty to the same standards. Equity is ensuring all students (university and college) have equal access to full-time faculty.

President Cheng and Chair Fleury don't understand any of this. But worse, when confronted on their ignorance and limited understandings, they obfuscate. They cry foul and claim that they are the ones being attacked. Or they simply ignore us. All hallmarks of failed leadership.

Recently, President Cheng and Chair Fleury have turned their sights onto community college campus managers. The scale of this backstabbing even took us by surprise. Watching President Cheng and Chair Fleury cannibalize their own campus CEOs and Deans shows there truly is no bottom to this Board. This Board clearly won't be satisfied until every inch of autonomy and power is stripped away from our community college campuses.

Well needless to say, CSCU workers are opening our eyes and no longer putting up with the garbage from these two leaders. Workers in our system are resoundingly saying HELL NO to President Cheng and Chair Fleury's *equity garbage*. Somehow their *equity garbage* always results in more centralized management and fewer resources on our campuses for our students. Somehow their *equity garbage* always results in campus-level workers and managers disempowered and disenfranchised.

No, we are not putting up with their garbage at all. Workers in the CSCU system understand quite well what we have to do. We have to stand up and defend ourselves and our students. We have to organize and we have to fight.

So that is exactly what we will continue to do. We will fight until President Cheng and Chair Fleury learn the true meaning of equity. We will fight until our students are provided the resources they deserve. We will fight until every worker in our system (full-time and part-time) is treated with dignity and respect.

June 23, 2022

Members of the Board of Regents,

My name is Laurel S. Peterson I work at Norwalk Community College. I am member of 4Cs.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I was told in no uncertain terms by my dean that I was required to take BPOP this past spring, even though I had a full AR and no room to drop any of my obligations. (However, fellow faculty still have not taken it, and this requirement was not put on them.) I spent the time but found the content of the ITeach program was work that I already did in *every course I teach.* It did not address the philosophical foundations of teaching online (and why it might be best in certain circumstances and not effective in others, such as a biology lab), nor did it address the profound problem of retention—two critical aspects of the crisis in online learning.

At the very least, the program should be useful and worth the faculty's time, as well as – if required professional development—faculty being compensated appropriately for the additional hours they have to put in. Why is my time valued less in the state system than a faculty member at a four-year school (who may have my same degree or fewer publications)? Faculty go above and beyond for their students. We all stepped up during the pandemic. Now, it appears we are being punished for doing that effectively, rather than rewarded.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Sincerely yours,

Laurel S. Peterson
Professor, English
Norwalk Community College

June 23, 2022

Members of the Board of Regents,

My name is William Key, I work at Norwalk Community College and I am member of The 4Cs Union.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

We have also pointed out the inconsistency of how community college faculty are being forced to do this training, when our peer state university faculty have no such requirement.

This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

All the best,
William Key
Norwalk Community College

Members of the Board of Regents,

My name is Katherine Player, I work at Manchester Community College, I am member of 4C's union.

As you are aware, faculty and staff in our community colleges continue to challenge this Board and CT State leadership on the mandate that all community college faculty must take the BPOP/iTeach training.

Last week, VP of HR Ben Barnes, Interim Provost Miah LaPierre-Dreger, and other representatives from the BOR met with our faculty and staff leaders to try again to come to a resolution on this longstanding dispute.

Since this mandate was first announced, all of us have always agreed that everyone teaching online should be skilled and prepared to effectively teach online. However, we have said that there needs to be alternate mechanisms for faculty with prior online teaching experience and/or training to demonstrate proficiency, and no worker in the CSCU system can be mandated to take a 35-hour training and not be paid for their time.

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This week, VP of HR Barnes and Interim Provost LaPierre-Dreger reaffirmed that the mandate is only for community college faculty, and that they refuse to pay us.

I urge the Board of Regents to treat all CSCU faculty equitably and not put in place different standards for CSCU faculty as community college faculty.

Thank you,

Katherine Player
Financial Aid Assistant
Manchester Community College
SSC L182
Great Path, MS #11
PO Box 1046
Manchester, CT 06045-1046
P: 860-512-3390 | F: 860-512-3381

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

CT State Community College Aligned Degrees & Certificates

June 23, 2022

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 include:

Program	Program Type	Minimum # of Credits
1. Architecture: Construction Technology	Certificate	28
2. Business Administration	A.S.	60
3. Business Administration: Entrepreneurship Concentration	A.S.	60
4. Business Administration: Finance Concentration	A.S.	60
5. Business Administration: Honors Concentration	A.S.	60
6. Business Administration: Management Concentration	A.S.	60
7. Business Administration: Marketing Concentration	A.S.	60
8. Business Administration	Certificate	18
9. Business Administration: Digital Marketing	Certificate	30
10. Business Administration: Entrepreneurship	Certificate	18
11. Business Administration: Finance	Certificate	27
12. Business Administration: Management	Certificate	18
13. Business Administration: Marketing	Certificate	18
14. Business Studies (CSCU Transfer Pathway)	A.A.	60
15. Communication: Digital Media Production	Certificate	18
16. Communication: Public Relations	Certificate	18

Program	Program Type	Minimum # of Credits
17. Communication: Visual Communication	Certificate	18
18. Computer Information Systems (CIS): Cloud Computing Option	A.S.	60
19. CIS: Data Analytics Option	A.S.	60
20. CIS: Generalist Option	A.S.	60
21. CIS: IT Support Option	A.S.	62
22. CIS: Networking Option	A.S.	61
23. CIS: Programming Option	A.S.	60
24. CIS: Cloud Computing	Certificate	18
25. CIS: Computer Networking	Certificate	19
26. CIS: Computer Programming	Certificate	18
27. CIS: IT Support	Certificate	26
28. Computer Networking	A.S.	60
29. Computer Networking Security	Certificate	19
30. Computer Networking Technology	Certificate	20
31. Computer Science Studies (CSCU Pathway Transfer Degree)	A.A.	61
32. Computer Science: Mobile Programming	A.A.S.	63
33. Computer Science: Software Development	A.S.	61
34. Computer Science: Software Engineering	A.A.S.	61
35. Computer Science: Web Development	A.A.S.	60
36. Computer Science: Relational Database Development	Certificate	12
37. Computer Science: Smartphone App Development	Certificate	14
38. Computer Science: Web Developer	Certificate	16
39. Construction Management	A.S.	61
40. Construction Management	Certificate	30
41. Cyber and Homeland Security	A.S.	60
42. Cyber and Homeland Security	Certificate	18
43. Cybersecurity	A.S.	61
44. Cybersecurity: Computer Science	A.S.	61
45. Cybersecurity: Networking	A.S.	60

Program	Program Type	Minimum # of Credits
46. Cybersecurity Essentials	Certificate	22
47. Cybersecurity Operations	Certificate	31
48. Digital Arts Technology (DAT)	A.S.	60
49. DAT: Animation & Motion Graphics	Certificate	18
50. DAT: Audio Production	Certificate	18
51. DAT: Digital Graphics for Print & Screen	Certificate	18
52. DAT: Technical Communication	Certificate	18
53. DAT: Trending Technology in Digital Media	Certificate	18
54. DAT: Video Production	Certificate	18
55. EMT to Paramedic Pathway	Certificate	19
56. Engineering Science (College of Technology)	A.S.	68*
57. Foundations in Digital Analytics	Certificate	12
58. French Studies (CSCU Transfer Pathway Degree)	A.A.	61
59. German Studies (CSCU Transfer Pathway)	A.A.	61
60. History Studies (CSCU Transfer Pathway Degree)	A.A.	61
61. Hospitality: Hotel Management	A.S.	61
62. Hospitality: Restaurant Management	A.S.	63
63. Hospitality: Meetings, Conventions, & Special Events Management	Certificate	21
64. Italian Studies (CSCU Transfer Pathway Degree)	A.A.	61
65. Management Information Systems	A.S.	60
66. Management Information Systems	Certificate	18
67. Mechanical Engineering Technology	A.S.	61
68. Nuclear Engineering Technology	A.S.	67
69. Physical Therapist Assistant	A.S.	67
70. Political Science Studies (CSCU Transfer Pathway Degree)	A.A.	61
71. Psychology Studies (CSCU Transfer Pathway Degree)	A.A.	61
72. Respiratory Care	A.S.	62
73. Respiratory Care: MCC Option	A.S.	66
74. Spanish Studies (CSCU Transfer Pathway Degree)	A.A.	61
75. Sport Management	A.S.	60

Program	Program Type	Minimum # of Credits
76. Technology Studies (parent degree, College of Technology)	A.S.	60-69*
77. Technology Studies: Advanced Manufacturing Machine Technology Option 1	A.S.	65
78. Technology Studies: Advanced Manufacturing Machine Technology Option 2	A.S.	68*
79. Technology Studies: Artificial Intelligence Option	A.S.	60
80. Technology Studies: Biomolecular Sciences	A.S.	63
81. Technology Studies: Computer Engineering Technology	A.S.	64*
82. Technology Studies: Data Science	A.S.	64
83. Technology Studies: Energy Management	A.S.	61
84. Technology Studies: Engineering Technology	A.S.	60
85. Technology Studies: Environmental Science	A.S.	62
86. Technology Studies: Industrial Technology	A.S.	63
87. Technology Studies: Manufacturing Engineering Technology	A.S.	63
88. Technology Studies: Mechatronics Automation Technician	A.S.	64
89. Technology Studies: Precision Manufacturing	A.S.	69*
90. Technology Studies: Robotics and Mechatronics Technician	A.S.	65
91. Technology Studies: Technology and Engineering Education	A.S.	63
92. Technology Studies: Welding and Fabrication Technologies	A.S.	68*
93. Technology Studies: Advanced Manufacturing Machine Technology Certificate 1	Certificate	33
94. Technology Studies: Advanced Manufacturing Machine Technology Certificate 2	Certificate	36
95. Technology Studies: Architectural CAD	Certificate	12
96. Technology Studies: CAD User	Certificate	6
97. Technology Studies: Data Science	Certificate	18
98. Technology Studies: Energy Management	Certificate	16
99. Technology Studies: Mechanical CAD	Certificate	18
100. Technology Studies: Mechatronics Automation Technician	Certificate	32
101. Technology Studies: Precision Manufacturing Certificate	Certificate	37
102. Technology Studies: Robotics and Mechatronics Technician	Certificate	33
103. Technology Studies: Welding and Fabrication Technologies	Certificate	36

Program	Program Type	Minimum # of Credits
104. Theater	A.A.	60
105. Theater: Musical Theater	A.A.	60
106. Theater: Design and Production	A.A.	60
107. Theater Studies (CSCU Transfer Pathway Degree)	A.A.	60

* The College of Technology Engineering Science and some of the Technology Studies AS degrees require an additional one to three credits due to the addition of the College and Career Success (CCS 101) course in the curriculum. Not all options within the Technology Studies degree will require the exemption and some options were previously granted exemptions to credit normalization. Where needed and as per BOR policy 14-111, we request an exemption to credit normalization for the credit totals listed above to include the College and Career Success course.

A True Copy:

_____

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

Overview - FY23 Proposed Spending Plans

✓ Proposed budget is balanced overall

✓ Low tuition revenue growth and enrollment projections based on institution trends.

✓ One Time State Funding in FY22 and FY23 ($300M).

✓ Significant number of retirements (727 FT employee).

✓ Increased payroll cost due to collective bargaining agreements (FY22 Estimate $42M and FY23 Budget $53M).

✓ 27th Payroll, one-time expenses occur in FY23 ($18.4M).

✓ Charter Oak's projected loss of $1.2M is the result of one-time spending on start-up programs and timing of state support for SEBAC raises.

CSCU

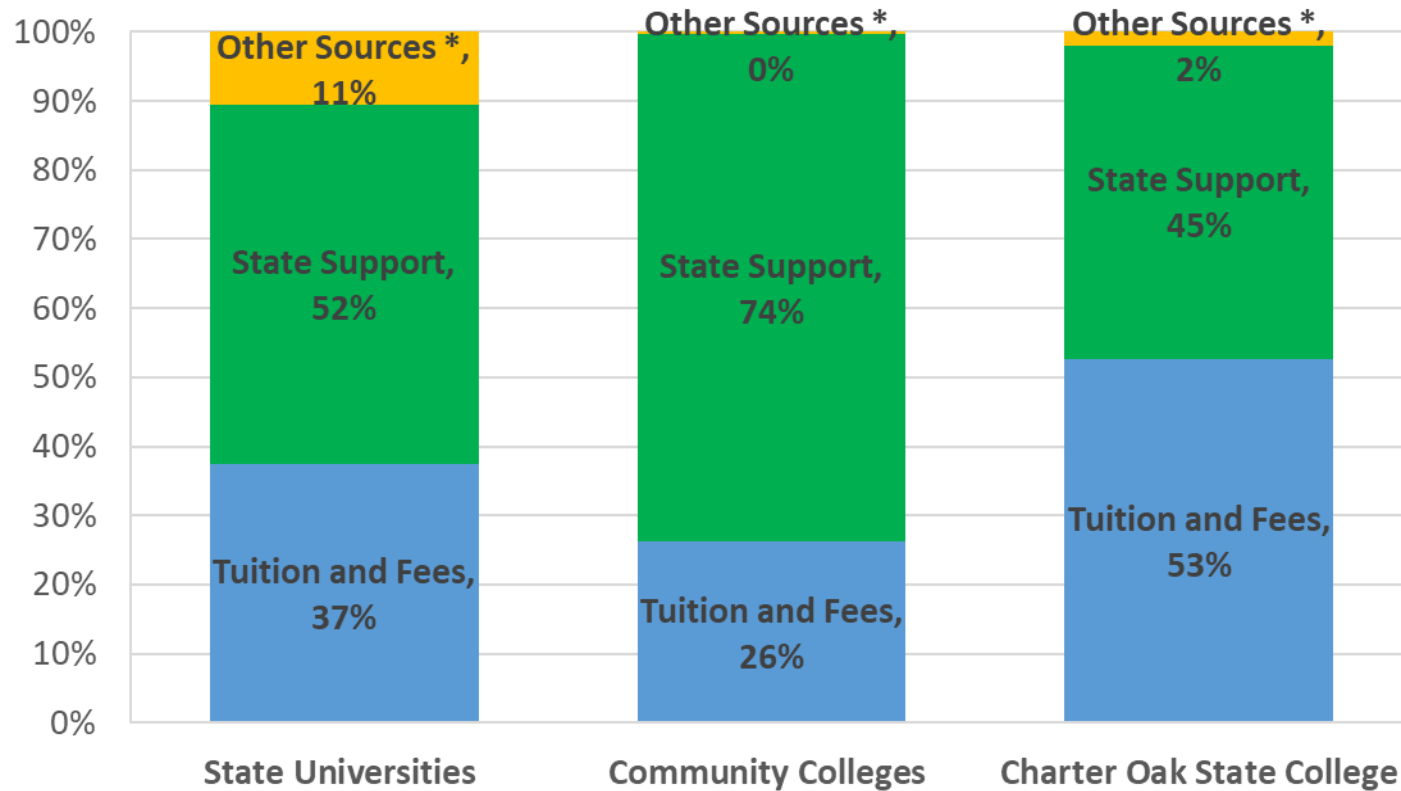FY 2019-22 Actual & FY 2023 Projected FTE Enrollment
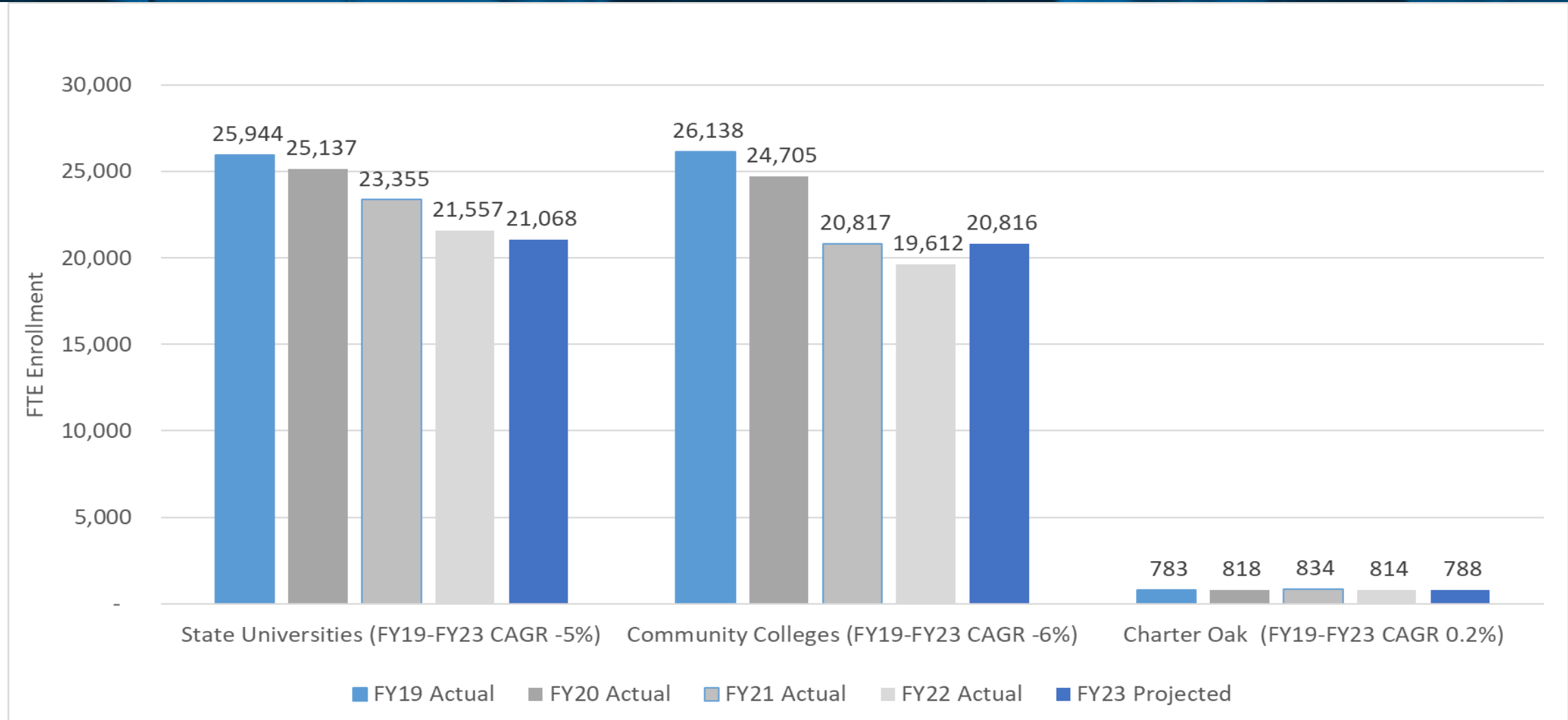
FY2022 and FY2023 - State Support

$ Millions	FY 2022		FY 2023	$ Change	
Allotment Description	**Original**	**Approved**	**Approved**	**FY22**	**FY23**
State Appropriations	$ 304.8	$ 307.8	$ 307.4	$ 3.0	$ 2.7
Developmental Services	8.9	8.9	8.9	-	-
Outcomes-Based Funding Incentive	1.2	1.2	1.2	-	-
O'Neill Chair	-	-	0.3	-	0.3
Fringe Benefits Paid By State	286.5	288.0	305.9	1.5	19.4
Additional Operaing Fund Fringe Paid by State	61.0	61.0	64.5	-	3.5
* Deficiency Funding for Wages (Leg. Source ARPA FY23)	-	21.6	24.0	21.6	24.0
* Provide Support for Salary Cost of the 27th Payroll	-	-	10.0	-	10.0
* RSA Adjustment	-	12.1	44.7	12.1	44.7
* Fringe with RSA Adjustment	-	12.3	30.1	12.3	30.1
* Provide Operations Support Through Short-Term Recove	-	-	118.0	-	118.0
* ARPA Funding	10.0	10.0	5.0	-	(5.0)
Grand Total	$ 672.4	$ 722.8	$ 920.1	$ 50.5	$ 247.7

* One Time Funding

CSCU

FY2023 Spending Plan – Revenue Sources

Revenue ($ in millions)	FY23 Budget	% of Total
State Universities		
Tuition & Fees	$ 329.8	38%
State Support	340	39%
* State Support	115	13%
Room & Board	89	10%
Other Sources	4	1%
Total	$ 878	100%
Community Colleges		
Tuition & Fees	$ 160.9	26%
State Support	341	56%
* State Support	108	18%
Other Sources	2	0%
Total	$ 611.8	100%
Charter Oak		
Tuition & Fees	$ 11.3	53%
State Support	8	37%
* State Support	2	9%
Other Sources	0	2%
Total	$ 21.3	100%

* Other Sources: Room & Board, all other revenue and contra revenue.

* One-time Funding

FY2023 Spending Plan – Expenses
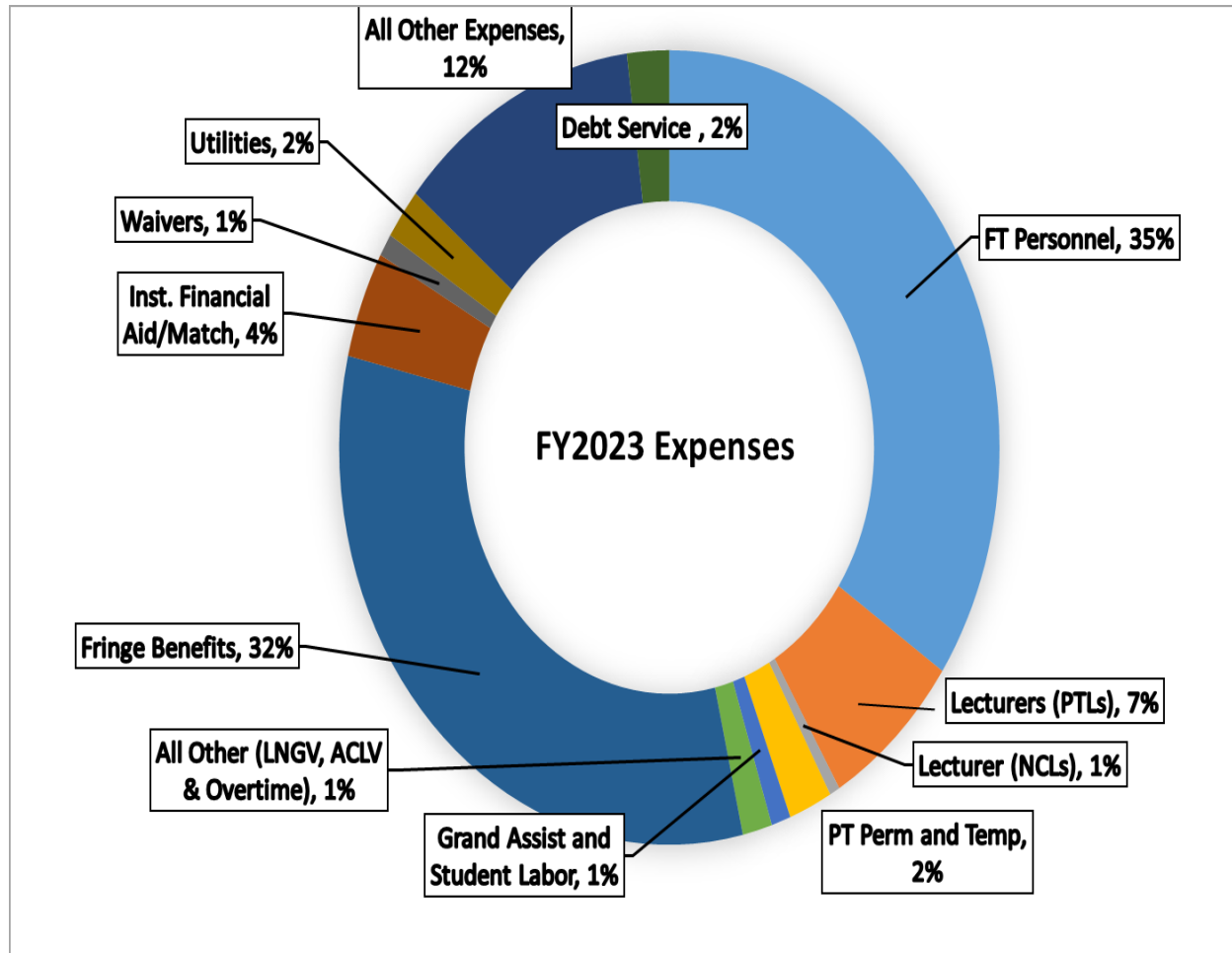
Expenses ($ in millions)	FY23 Budget	% of Total	FY19-FY23 CAGR *
FT Personnel	$ 517.3	35%	6%
Lecturers (PTLs)	103.3	7%	4%
Lecturers (NCLs)	7.5	1%	1%
PT Perm and Temp PT	32.0	2%	-2%
Grand Assist and Student Labor	14.2	1%	-1%
All Other PS & Overtime	21.7	1%	-3%
Sub Total PS	**695.9**	**46%**	**5%**
Fringe Benefits	483.9	32%	6%
Total PS and Fringe Benefit	**1,179.9**	**79%**	**5%**
All Other Expenses	178.3	12%	4%
Inst. Financial Aid/Match	65.2	4%	3%
Waivers	13.7	1%	-4%
Utilities	31.1	2%	0%
Debt Service	30.9	2%	-3%
Total All Other OE	**319.2**	**21%**	**2%**
GRAND Total	**$ 1,499.1**	**100%**	**5%**

* CAGR - Compound Annual Growth Rate, represents the value change over the time period.
Excel formula = ((Ending Value/Beginning Value) ^ (1/No. of Years)-1)

CSCU

FY2020-FY2022 Retirements

Retirements, Headcount Full-time Employees

	FY2020			FY2021			FY2022*		
	Faculty	*Non-Faculty*	*Total*	*Faculty*	*Non-Faculty*	*Total*	*Faculty*	*Non-Faculty*	*Total*
Community Colleges	29	53	82	39	68	107	112	202	314
State Universities	36	59	95	38	75	113	128	264	392
Charter Oak		2	2	-	3	3	-	6	6
System Office/Shared Services		4	4	-	12	12	-	15	15
Total CSCU	**65**	**118**	**183**	**77**	**158**	**235**	**240**	**487**	**727**
% of Total Full-time Positions	3%	4%	4%	4%	5%	5%	5%	16%	14%

Note:

* FY22 includes 152 pending retirements with effective date 7/1/22

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CSCU

Unrestricted Net Position (UNP) - Balances
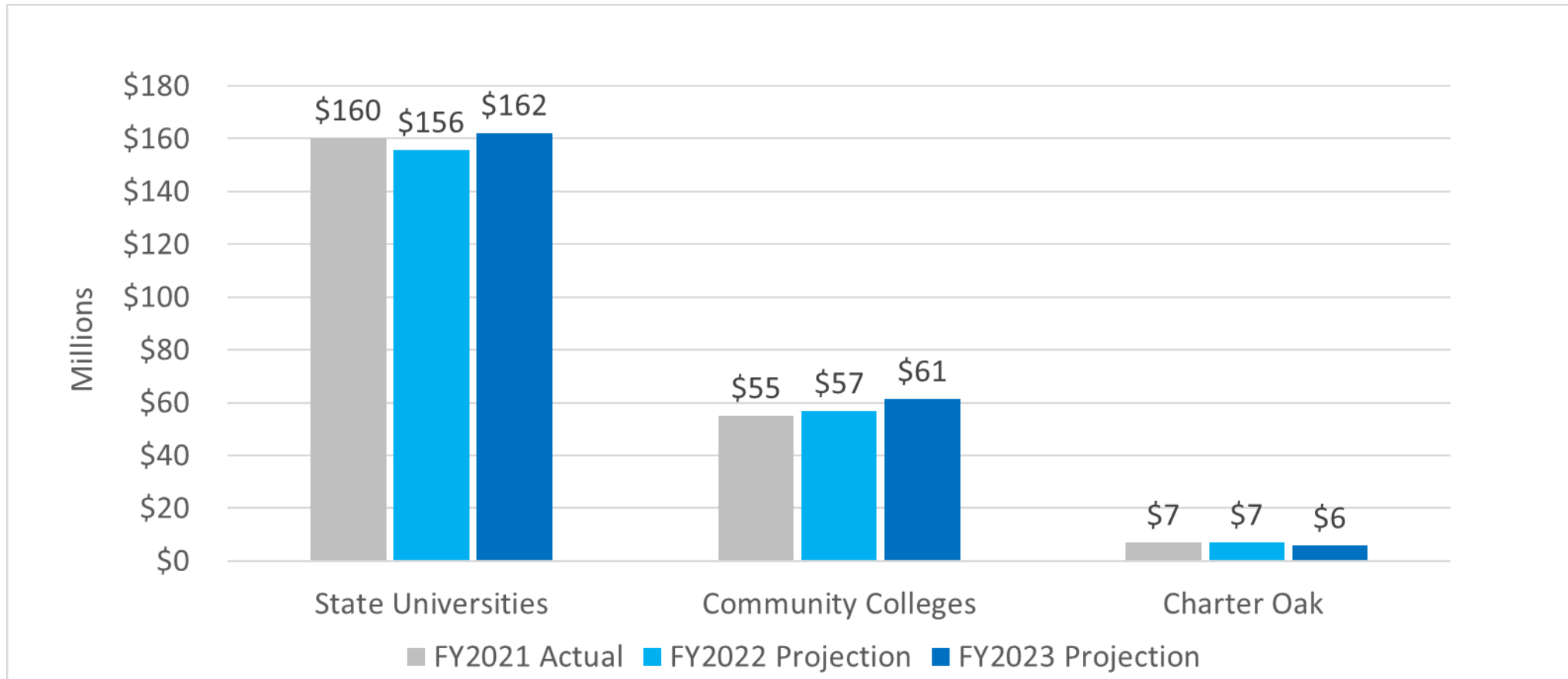
Notes:

UNP balances do not reflect the following GASB adjustments:
- GASB 68 Adjustment for Pension Liability
- Cumulative GASB 75 Adjustment for OPEB Liability

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CSCU

FY2022-23 State Universities - All Other Expenses

					FY23 Budget vs. FY22 Estimate
Expense Category	**FY2022 Estimate**	**FY2023 Budget**	**$ Change**	**% Change**	**% of Total**
Food Service Contract	25,852,073	30,147,695	4,295,622	17%	30%
IT Equip/Hardware/Software/Technology Services & Supplies	18,996,556	21,600,269	2,603,714	14%	21%
Operation of Facilities	18,287,132	18,620,402	333,270	2%	18%
Professional Services & Fees	13,421,953	14,134,646	712,693	5%	14%
Educational Services & Support	11,144,125	11,031,196	(112,929)	-1%	11%
Travel Expenses	2,652,881	2,807,959	155,078	6%	3%
Collective Barg Special Funds	1,755,557	1,938,199	182,642	10%	2%
Capital Expenses - Operating	2,549,285	1,369,155	(1,180,130)	-46%	1%
Total All Other Expenses	94,659,562	101,649,521	6,989,960	7%	100%

CSCU

WCSU Positions Savings

WCSU POSITION SAVINGS INCLUDED IN FY23 BUDGET

Union/ Group	No. of FT Employees	FY23 Salary with SEBAC	FY23 Estimated Fringe Benefits*	FY23 Total Payroll
AAUP	23	2,636,106	2,148,426	4,784,532
CLERICAL	8	552,221	450,060	1,002,281
MAINT	22	1,099,308	895,936	1,995,244
MGMT/CONF	2	268,173	218,561	486,734
POLICE	3	244,649	199,389	444,038
SUOAF	15	1,370,423	1,116,894	2,487,317
Grand Total	**73**	$ **6,170,879**	$ **5,029,266**	$ **11,200,145**

*NOTE: Assumed average fringe benefits rate of 81.5% to reflect a 5% SEBAC increase over FY22 average fringe benefits rate 76.5%.

CSCU

FY2022-23 Total Cost per **FTE** Student

Legend: ■ State Universities ■ Community Colleges ■ Charter Oak

CSCU