

CT BOARD OF REGENTS FOR HIGHER EDUCATION
MINUTES – REGULAR MEETING - 10:00 a.m., Thursday, October 15, 2015
Housatonic Community College, Bridgeport, CT

REGENTS PARTICIPATING

Nicholas M. Donofrio, Chair
Yvette Meléndez, Vice Chair
Stephen Adair*
Richard J. Balducci
Robert E. Brown* *via teleconf*
Naomi K. Cohen
Lawrence J. DeNardis
Sarah Greco

Merle W. Harris
David R. Jimenez *via teleconf*
William J. McGurk
Gordon Plouffe
JoAnn H. Price
Dianna R. Wentzell* *via teleconf*
Elease E. Wright

REGENTS ABSENT

Jewel Mullen*
Sharon Palmer*

Catherine H. Smith*
Matt Fleury

**ex-officio, non-voting member*

BOR STAFF

Mark E. Ojakian, President
Estela Lopez, interim Provost & Senior Vice President, Academic and Student Affairs
David Levinson, VP Community Colleges & President, Norwalk Community College
Elsa M. Nuñez, VP State Universities & President, Eastern Connecticut State University
William J. Gammell, Director, Office of Research & System Effectiveness
Rommel Guadalupe, Inst. Research Accountability Mgr., Office of Research & System Effectiveness
Erin A. Fitzgerald, Associate Director of Board Affairs/BOR Secretary

UNIVERSITY/COMMUNITY COLLEGE PRESIDENTS

James Lombella, Asnuntuck Community College
Wilfredo Nieves, Capital Community College
Dorsey Kendrick, Gateway Community College
Paul Broadie, Housatonic Community College
Anna Wasescha, Middlesex Community College
Daisy Cocco De Filippis, Naugatuck Valley Community College
Steven Frazier, interim President, Northwestern Connecticut Community college
Carlee Drummer, Quinebaug Valley Community College
Cathryn Addy, Tunxis Community College
Edward Klonoski, Charter Oak State College
John W. Miller, Central Connecticut State University
Mary Papazian, Southern Connecticut State University
John Clark, Western Connecticut State University

CALL TO ORDER/ADOPTION OF AGENDA

Chairman Donofrio called the meeting to order at 10:08 am and, following roll call, declared a quorum present. **On a motion by Regent Wright, seconded by Regent DeNardis, the agenda as presented was unanimously adopted.**

BOR CHAIRMAN NICHOLAS M. DONOFRIO

Chairman Donofrio welcomed the student regents to the Board, Gordon Plouffe Chair of the Student Advisory Committee and Sarah Greco, Vice Chair of the Student Advisory Committee.

HOUSATONIC COMMUNITY COLLEGE (HCC) PRESIDENT PAUL BROADIE

Housatonic Community College (HCC) President Paul Broadie welcomed President Ojakian and the Board of Regents to HCC, offering brief remarks and introduced the following students, each of whom offered positive remarks regarding their educational experiences at HCC: Mr. Max Koski; Ms. Carmen Medina (graduate of HCC, employee of HCC, and now attending Charter Oak); and Ms. Ingrid Bloom

BOR/CSCU SYSTEM PRESIDENT MARK E. OJAKIAN

President Ojakian offered his appreciation to the students who offered their inspiring remarks at the top of the meeting and also provided an overview of his outreach efforts and meetings with both internal and external constituencies during his first two weeks in office. At the conclusion of President Ojakian's remarks, Dr. William J. Gammell, Director, Office of Research & System Effectiveness, introduced Rommel Guadalupe, Institutional Research Accountability Manager for the Office of Research & System Effectiveness, who provided board members with a presentation on **Progress Towards Goal 2 – Student Success (2011-2015 Degrees/Certificates awarded)** – *Attachment A hereto*.

STUDENT ADVISORY COMMITTEE

Student Regents Gordon Plouffe and Sarah Greco referenced their previously provided reports (the text of which is below). Following mutual commentary referencing their report, a discussion ensued among all Board members responsive thereto.

Student Advisory Committee Joint Presentation to the Board of Regents – 10/15/2015

It feels as though we are embarking on a new era for the Student Advisory Committee and perhaps the Board of Regents as well. With several years of experience now under our belt, the SAC is fine-tuning its functions, making necessary changes to bylaws and other operations, and celebrating successes like the passage of Connecticut general statute 10a-3, which effectively staggers the terms of SAC representatives' terms moving forward so that new representatives will have experienced leaders to help them. This will also effectively require the positions of Chair and Vice Chair to rotate annually (similar to the functioning of the Faculty Advisory Committee).

We are also very excited about the hiring of Jason Ebbeling, the new Executive Director of the CSCU Student Success Center, who will be working with the SAC in the future and whose passion for student success is already quite evident. The SAC appreciates the diligence of the former Director, Duncan Harris, and Provost Estela Lopez, who helped to ensure that the Student Success Center and the SAC would have excellent leadership moving forward.

Beyond these changes for the SAC, however, the dawn of a new academic year always brings with it a refreshing sense of excitement and opportunity. This fall, the SAC hopes to optimize opportunities and possibilities to engage students early on. Between now and January, the Student Advisory Committee members will be working to host regional legislative training sessions which will invite students to discuss opportunities for involvement in legislative processes and pressing issues in higher education. We are hopeful that Regents and/or new staff members from the system office may be willing and able to share their experiences and insights working with legislators with our students to help them become comfortable voicing their thoughts and concerns to their own local politicians. *Would Board members be willing to attend some of these regional training sessions? And would the Regents be open to supporting students' efforts to invite local legislators to these sessions—or perhaps work with campus presidents to extend the invitations from the entire campus communities?*

We hope that these regional training sessions will open doors for more student involvement in local government, and more importantly, will strengthen the ties established over the last year or two between the Student Advisory Committee and influential members of the legislative committees like Appropriations and Higher Education that are so important to the Connecticut State College and University system. We intend to follow these training sessions with letter-writing campaigns over a period of weeks that will encourage specific campuses to write to local legislators about pressing issues in public higher education and their own experiences in the CSCU system. Ultimately, we hope that the Board of Regents and the System Office will assist the SAC in reviving the annual CSCU Students at the Capital Day and organize a designated day to invite legislators, campus representatives, and students from across our state to join together for an informal but informative afternoon at the capital.

As we prepare for possible interactions with legislators, the Student Advisory Committee is cognizant of legislators' interest in learning the specific impacts students have felt on the campus level as a result of the recent budget difficulties. As a result, the SAC has charged its representatives with the responsibility to converse with campus administrators and fellow students to ascertain specific examples of these effects. Already, the SAC has listened to some campus-specific, student concerns related to decreasing budgets. For example, many community colleges (including Gateway, Naugatuck Valley, Manchester, and Three Rivers) have reduced library and tutoring center hours, eliminating opportunities for students to access these services in the evenings and on weekends. The SAC recently discussed the possibility of specifically addressing issues relating to community college library and tutoring center hours by asking the legislature for the financial support necessary to reverse the reductions in hours. We have already enlisted Jason's efforts to potentially make such an appeal a reality.

Another major student concern relates to health and wellness, and the services that are available to students on the campus level. Many community colleges lack Fitness Centers or open recreation spaces, but even those with existing facilities have had to cut hours or close the centers altogether in response to decreasing budgets. The Student Government Association at Capital Community College has recently begun exploring a potential partnership with the Hartford YMCA (which will be located in close proximity to the campus). Recognizing the physical health is essential to mental and emotional health as well as academic success, *would similar community partnerships be a possible option for campuses without recreation/fitness resources? Is this an initiative the Board of Regents would consider exploring and perhaps supporting?*

As we strive to improve and increase student relations and involvement with Connecticut state legislators, members of the Student Advisory Committee ask an important question: *What is the Board of Regents planning to do this year to strengthen relationships with legislators?* Many are hopeful that the addition of President Mark Ojikian will begin the process of stabilizing BOR-

legislative relations, but *what specific steps will the BOR take this legislative session to discuss concerns across the CSCU system with legislators? How does the BOR plan to share the real, significant impacts of continual budget cuts with key legislators who may be able to help turn the tide on state funding of higher education?*

We would be remiss not to remind the Board of Regents about issues that the SAC has repeatedly brought up at these joint sessions. Recognizing that student representatives have been out of the loop a bit over the past few months, we realize that some of the issues may have been discussed by committee or by the full board; nonetheless, we would appreciate any updates or responses that the Regents have at this point:

- 1) One of the initial concerns the SAC's former Chair originally brought to the board was the question of security on college campuses. Since the conclusion of the Elert security study, *what actions have been taken to implement the study's recommendations? As we asked in March of 2015, "what measures can we take given the lack of funding for expansion options and increasingly limited funds? Do we have options besides the proposed security heads?"*
- 2) Another issue which goes hand-in-hand with concerns about safety on all of our college campuses is the issue of resources for students' mental and emotional health. To quote the SAC presentation given in March 2015: "In both the October 2013 and October 2014 joint meetings between the SAC and the BOR, we have mentioned student concerns about the limited or non-existent mental and emotional health resources at all seventeen campuses...it seems unlikely that campuses will have the independent resources to establish or increase such health services. *What opportunities and efforts can the BOR make over the next year to address this recurring concern of students?* Mental and emotional health services are vital to student retention and success rates and also serve as a preventative measure. The continued concerns for resources surrounding these issues ought to place health services at the top of the agenda."

The SAC is very interested in pursuing new, innovative ideas to further enhance student success and the positive image of the Connecticut State Colleges and Universities system this year. First and foremost, the SAC will be working with Estela Lopez and Jason Ebbeling to compile CSCU Student Success stories (perhaps accompanied by students' photographs) to share some of the amazing stories of success amidst unimaginable odds that are prevalent within our vast student population. We are hopeful that these stories will remind and encourage the general public and all constituents in the CSCU system of the fantastic work we are doing at the campus level each day.

Additionally, one of the elements of the controversial Transform CSCU 2020 strategic plan related to scholarship support for CSCU students. As asked at the March 2015 BOR meeting, *are there plans to continue pursuing the Regents Scholarship Plan? Or what about the additional suggestions the SAC made at previous meetings regarding the addition of scholarship planning for undergraduate students who choose to immediately continue their graduate studies at a Connecticut state university?* Moreover, some Regents have suggested what the SAC believes to be phenomenal ideas regarding the establishment of a system-wide Foundation or another mechanism to allow Regents to help facilitate the acquisition of donor dollars to help the many needy CSCU students. *What specific actions will the BOR take to pursue the development of a system-wide Foundation—an entity that could find alternate, additional sources for philanthropy beyond the networks already established by local, campus Foundation Boards?*

Furthermore, many Regents seem to have experience either in business themselves or in working on Business Advisory Councils at other universities. The SAC is curious to know how a similar concept might be developed in the CSCU system to engage local business owners with some of our outstanding CSCU students, connecting these students to internships, potential employment opportunities, and successful CT citizens who may serve as role models or mentors. *Is the development of a Business Advisory Council a feasible option for CSCU?*

The SAC believes that this semester may serve as a turning point for the Connecticut State Colleges and Universities system. We are excited about new leadership within CSCU at the campus and system levels and hope to maximize the energy and experience these new leaders bring to garner real results. Let's work together to ensure that the same old issues become problems of the past. Let's determine strategic ways to *maximize*—and perhaps increase—state support for public higher education. Let's continue to seek every opportunity to *minimize* the out-of-pocket cost to students. Let's *maximize* services to students by seeking community partnerships and possible legislative support for specific areas of need. Let's *minimize* the time it takes to enact great ideas by working efficiently and collaboratively. And as a by-product of these efforts, we believe we will *maximize* our enrollment possibilities. We must not simply respond to crisis in 2017 when another biennium budget comes up for discussion; we must be proactive and innovative as we continue to *maximize* the success of the neediest, most diverse students within our state—because they are the future of Connecticut. The SAC hopes that this year, the Regents and the System Office may develop some answers to the questions posed above, and may in fact be prepared to take necessary actions to eliminate these recurring issues.

APPROVAL OF MINUTES

On a motion by Regent Cohen, seconded by Regent Wright, the September 17, 2015, Regular meeting minutes were unanimously approved as submitted.

CONSENT AGENDA

Chairman Donofrio called for a motion on the Consent Agenda. **On a motion by Regent McGurk, seconded by Regent Harris, the items listed on the Consent Agenda below were unanimously approved.**

Modification

International and Area Studies – BA – CCSU

New Program

Dance Education – BS – CCSU

University Centers & Institutes - Continuations

CCSU – Center for Africana Studies

CCSU – Center for Educational Research at Outer Island

CCSU – Center for International Education

CCSU – Latin American, Latino and Caribbean Center

WCSU – Westside Nature Preserve Center

CCSU – Center for Public Policy and Social Research

ECSU – Center for Sustainable Energy Studies

ECSU – Institute for Sustainable Energy

WCSU – Institute for Holistic Health Studies

Discontinuation of a State University Center

CCSU – Center for Multicultural Research and Education

Suspension of a State University Institute

CCSU – Institute of Hospitality and Tourism

Use of Designated Fund Balances (software purchase) – Southern CSU

UTC Pilot Program Extension – Central CSU

RESOLUTIONS APPROVED ON CONSENT:

Modification

International and Area Studies – BA – CCSU

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in International and Area Studies leading to a Bachelor of Arts degree at Central Connecticut State University to substantially change the curriculum and change the title to “International Studies.”

New Program

Dance Education – BS – CCSU

RESOLVED: That the Board of Regents for Higher Education license a program in Dance Education leading to a Bachelor of Science in Education degree (BSED) at Central Connecticut State University for a period of three years until October 30, 2018

University Centers & Institutes - Continuations

CCSU – Center for Africana Studies

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Center for Africana Studies at Central Connecticut State University until December 31, 2022.

CCSU – Center for Educational Research at Outer Island

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Center for Education, Research, and Outreach at Outer Island at Central Connecticut State University until December 31, 2022.

CCSU – Center for International Education

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Center for International Education at Central Connecticut State University until December 31, 2022.

CCSU – Latin American, Latino and Caribbean Center

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Latin American, Latino, and Caribbean Center at Central Connecticut State University until December 31, 2022.

WCSU – Westside Nature Preserve Center

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Westside Nature Preserve Center at Western Connecticut State University until December 31, 2022.

CCSU – Center for Public Policy and Social Research

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Center for Public Policy and Social Research at Central Connecticut State University until December 31, 2022.

ECSU – Center for Sustainable Energy Studies

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Center for Sustainable Energy Studies at Eastern Connecticut State University until December 31, 2022.

ECSU – Institute for Sustainable Energy

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Institute for Sustainable Energy at Eastern Connecticut State University until December 31, 2022.

WCSU – Institute for Holistic Health Studies

RESOLVED: That the Board of Regents for Higher Education approve continuation of the Institute for Holistic Health Studies at Western Connecticut State University until December 31, 2022.

Discontinuation of a State University Center

CCSU – Center for Multicultural Research and Education

RESOLVED: That the Board of Regents for Higher Education approve discontinuation of the Center for Multicultural Research and Education at Central Connecticut State University.

RESOLUTIONS APPROVED ON CONSENT (cont.):

Suspension of a State University Institute

CCSU – Institute of Hospitality and Tourism

RESOLVED: That the Board of Regents for Higher Education approve suspension of activities at the Institute of Hospitality and Tourism at Central Connecticut State University until the Fall Semester of 2017.

Use of Designated Fund Balances (software purchase) – Southern CSU

- WHEREAS** Southern Connecticut State University (SCSU) is currently modernizing its enrollment management organization, systems and processes, and
- WHEREAS** Constituent Relationship Management (CRM) software is widely viewed as critical to the development of efficient, effective, and successful enrollment management operations in both public and private higher education, and
- WHEREAS** SCSU has identified a particular software provider; Target X, which will meet the needs of the university, and
- WHEREAS** Target X is currently in use at two other units of the CCSU system, and is therefore the de facto system standard for such software, and,
- WHEREAS** SCSU proposes to purchase the software with designated fund balances of the university, and,
- WHEREAS** The cost of the software will not exceed \$400,000, in the first year, and any future costs associated will be budgeted as part of the annual Spending Plan, and,
- WHEREAS** Board policy allows the use of such fund balances for the proposed purchase, subject to Board approval, therefore be it
- RESOLVED** That Southern Connecticut State University is authorized to use up to \$400,000 in designated fund balances to purchase the above noted software.

UTC Pilot Program Extension – Central CSU

- WHEREAS,** The Board pursuant to its statutory authority - Section 10a-99 of the Connecticut General Statutes (CGS) and Public Act 11-48 - "...shall fix fees for tuition and shall fix fees for such other purposes as the board deems necessary at the university...", and
- WHEREAS,** The Board approved a two-year United Technologies Pilot Program at its September 19, 2013 meeting, which offers the United Technologies Corporation (UTC) a 5% discount on tuition, or a total discount of between 2% to 3% of tuition and fees in return for the Connecticut State Universities and Charter Oak State College to be partner institutions, and
- WHEREAS,** As partner institutions, the Connecticut State Universities and Charter Oak State College are afforded enhanced access to their employees through a web-site and marketing activities, and
- WHEREAS,** These tuition benefits are funded and coordinated through UTC's Employee Scholar Program, which eliminates the costs associated with billing and collection, as well as financial risk associated with these students, and
- WHEREAS,** The participants have experienced increased revenue as a result of the Pilot Program and that a continuation of the program is in the interest of the system, now therefore be it
- RESOLVED,** That the Connecticut State Universities and Charter Oak State College extend the United Technology Corporation Pilot Program for another 5 years through classes which commence prior to December 31, 2020.

EXECUTIVE SESSION

At 11:26 a.m. on a motion by Chair Donofrio, seconded by Regent McGurk, the Board voted to go into Executive Session for the purposes of discussion concerning 1) the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee; and 2) strategy related to collective bargaining.

Chairman Donofrio announced that no votes would be taken in Executive Session and directed CSCU System President Mark Ojakian and Erin Fitzgerald to join the Board in Executive Session.

RETURN TO OPEN SESSION

At 12:07 pm Chairman Donofrio announced that the meeting was in Open Session and that no votes were taken in Executive Session, which was limited to discussion concerning: 1) the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee; and 2) strategy related to collective bargaining.

APPOINTMENT OF NORTHWESTERN CONNECTICUT COMMUNITY COLLEGE PRESIDENT

Following an overview of the search process by Regents Search Committee Chair Naomi Cohen, on **a motion by Regent Cohen, seconded by Regent McGurk, the following resolution appointing Dr. Michael A. Rooke as President of Northwestern Connecticut Community College effective November 27, 2015, was unanimously approved.**

- WHEREAS,** The members of the Regents Search Committee, with the assistance of members of the Northwestern Connecticut Community College Advisory Committee, conducted a national search for a president for the college, and
- WHEREAS,** Having completed this search through the careful evaluation of credentials and interviews with outstanding finalist candidates, the Regents Search Committee recommends that Dr. Michael A. Rooke be appointed as President of Northwestern Connecticut Community College, and
- WHEREAS,** The Chairman of the Board of Regents for Higher Education and the President of the Board of Regents for Higher Education concur in this recommendation, therefore, be it
- RESOLVED,** That effective November 27, 2015 under the terms and conditions of the Human Resources Policies for Management and Confidential Professional Personnel of the Board of Regents for Higher Education as such policies may be revised from time to time, the CT Board of Regents for Higher Education affirms that Dr. Michael A. Rooke is hereby appointed as President of Northwestern Connecticut Community College at a biweekly salary of \$6,137.94 (\$160,200 annualized), and be it further.
- RESOLVED,** This resolution supersedes the previous action of the Board appointing Dr. Steven Frazier as interim president and, therefore, also effective November 27, 2015, the interim presidential appointment of Dr. Steven Frazier shall cease. The Board of Regents for Higher Education expresses its gratitude and appreciation to Dr. Frazier for his leadership of Northwestern Connecticut Community College.

Housatonic Community College Advisory Committee Co-Chairs F. Philip Prelli and Caitlin Boger-Hawkins addressed the Board expressing their positive experience in the search process on behalf of their colleagues.

ACADEMIC & STUDENT AFFAIRS COMMITTEE

ASA Committee Chair Merle Harris offered brief remarks concerning the critical review process that requests for continuations of existing or establishment of new centers or institutes undergo prior to being brought to the Committee for approval, advising that fiscal and budgetary constraints and priorities are taken into consideration in addition to academic criteria.

AUDIT COMMITTEE

No report or action items for Board consideration.

FINANCE AND INFRASTRUCTURE COMMITTEE

No report or action items for Board approval. The Board agenda packet contained the September 2015 project status report on the CSU capital projects.

HUMAN RESOURCES AND ADMINISTRATION COMMITTEE

No report or action items for Board consideration.

EXECUTIVE COMMITTEE

No report or action items for Board consideration.

ADJOURNMENT

On a motion by Regent DeNardis seconded by Regent Wright, the meeting adjourned at 12:23 pm.

Submitted,

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

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Attachments to Minutes and Meeting Handouts/ Presentations

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

- A. **Progress Towards Goal 2 – Student Success (2011-2015 Degrees/Certificates awarded)** – presented by Rommel Guadalupe, Institutional Research Accountability Manager

Board of Regents Goal 2 - Student Success:

2011-2015 Degrees/Certificates Awarded,
Connecticut State Colleges and Universities

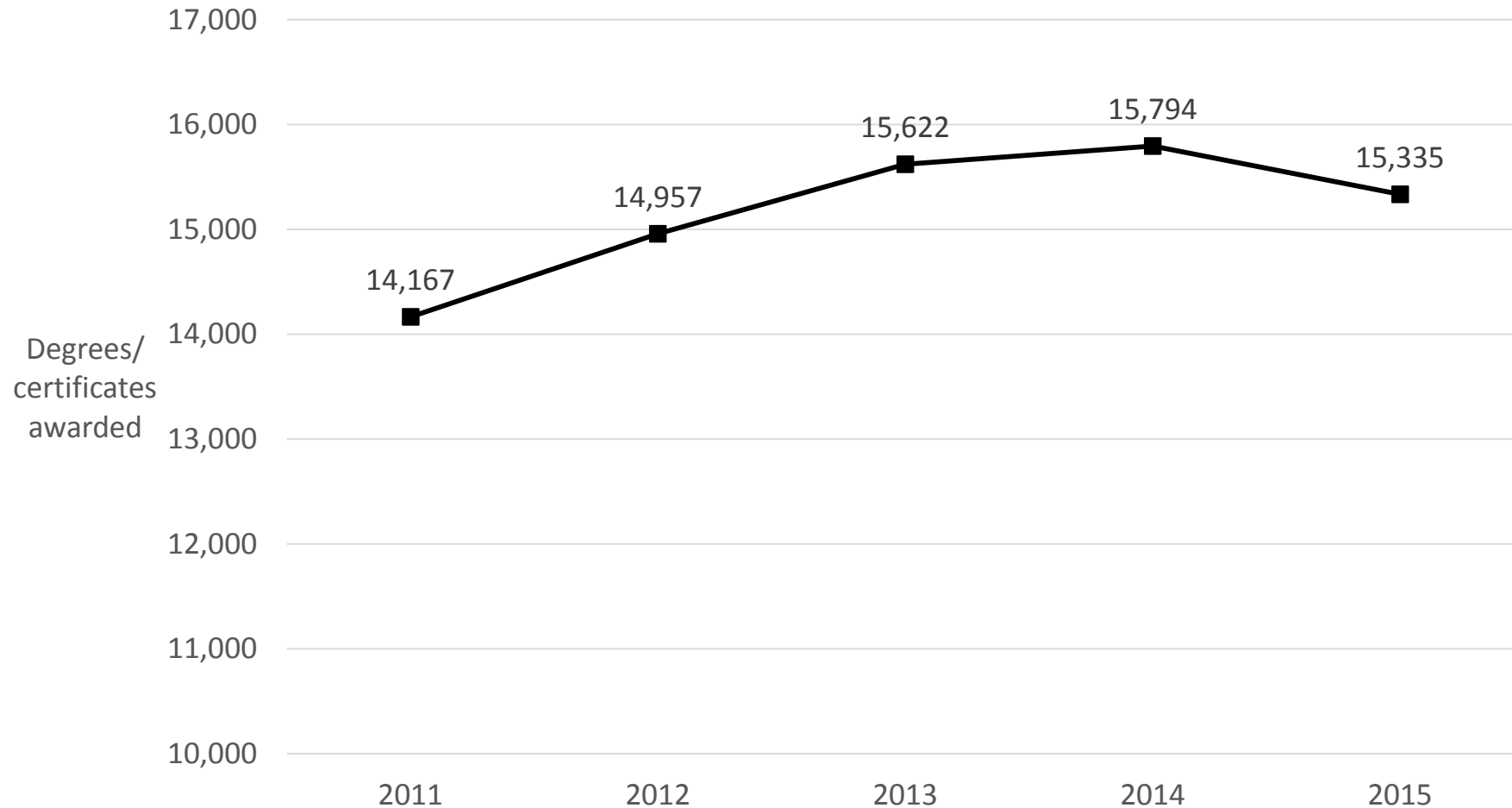
Presented to:

Board of Regents for Higher Education

October 15, 2015



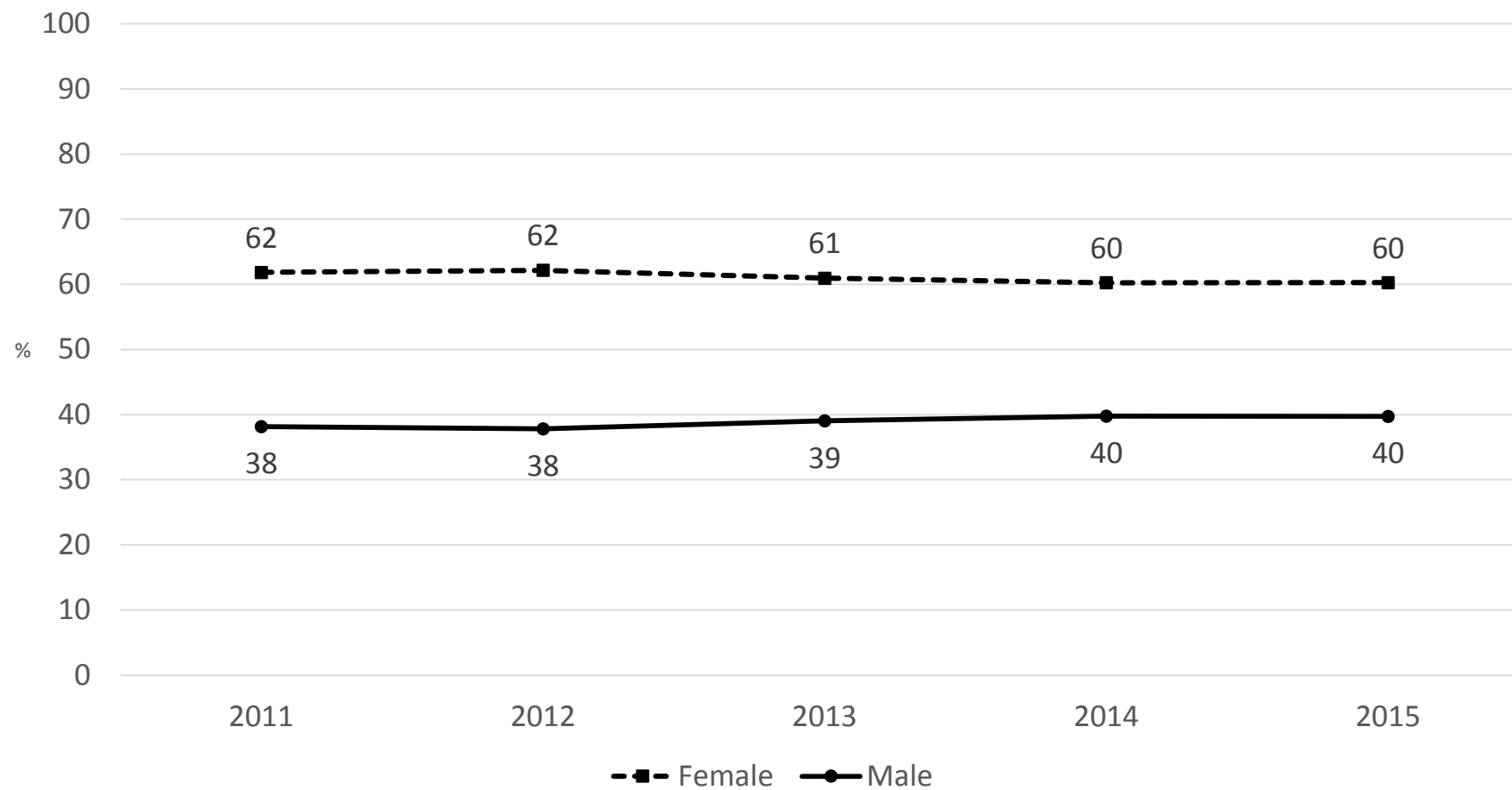
Number of Degrees/Certificates Awarded by CSCU, 2011 - 2015



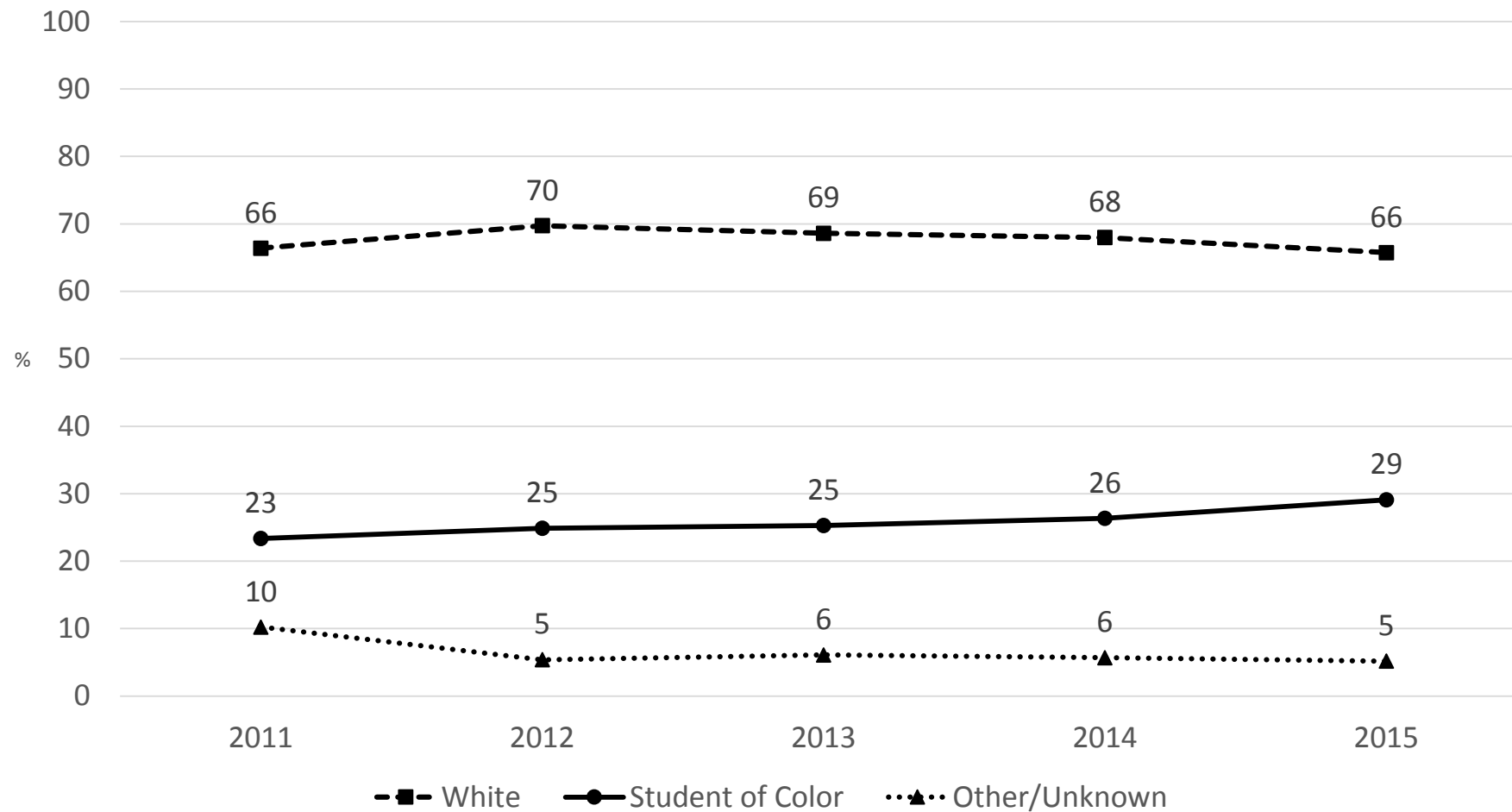
Number of Degrees/Certificates Awarded per 100 FTE Students by CSCU Sector, 2011 - 2015

Sector	Degrees/certificates awarded per 100 FTE students				
	2011	2012	2013	2014	2015
Community Colleges	18.5	20.6	22.8	24.4	23.9
Charter Oak State College	69.2	72.2	82.0	80.2	67.0
State Universities - Undergraduate	20.3	21.4	22.6	23.0	22.9
State Universities - Graduate	55.3	60.9	62.1	58.8	58.2
Overall	21.8	23.7	25.3	26.1	25.9

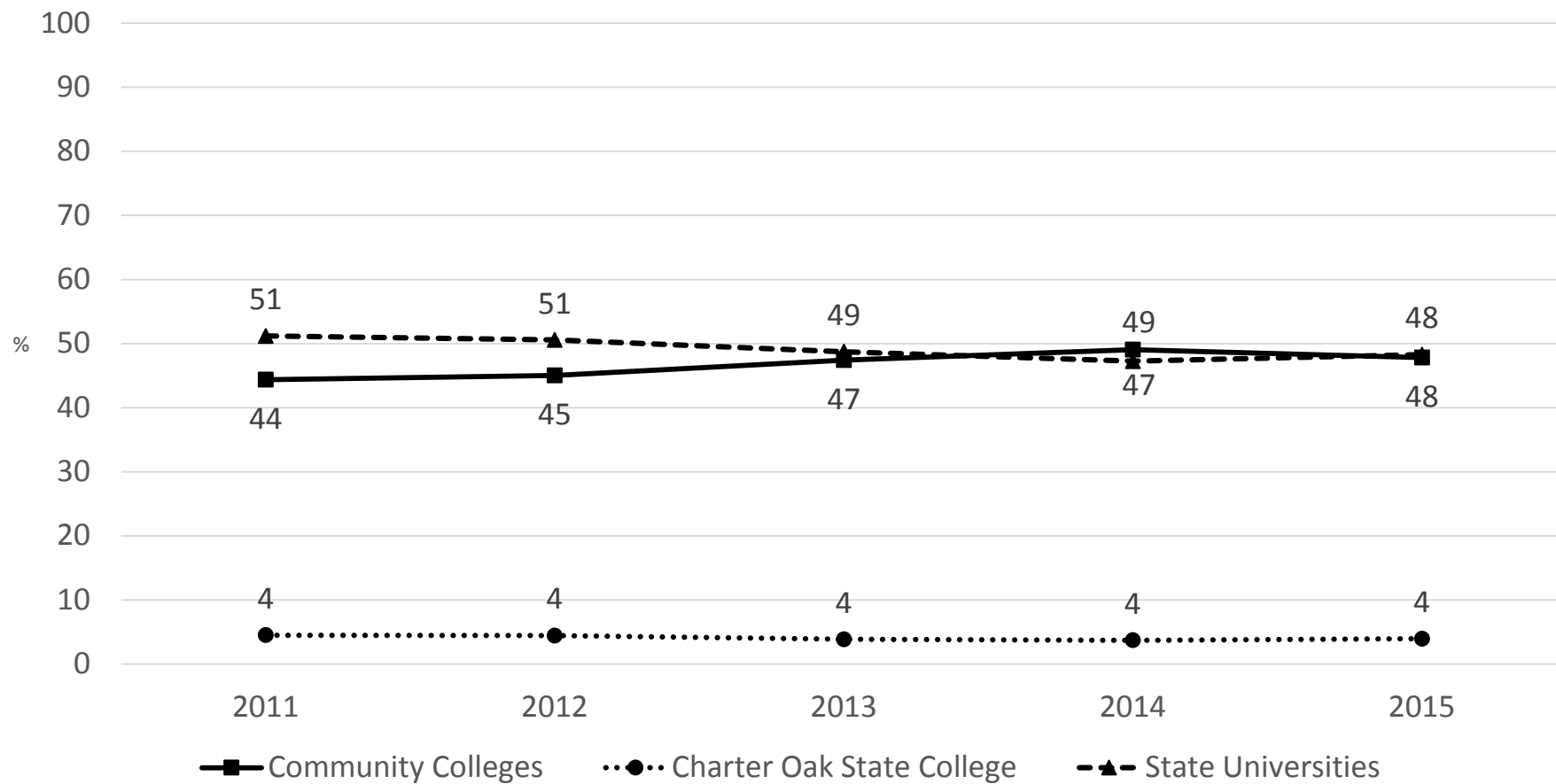
Degrees/Certificates Awarded by Gender, CSCU 2011-2015



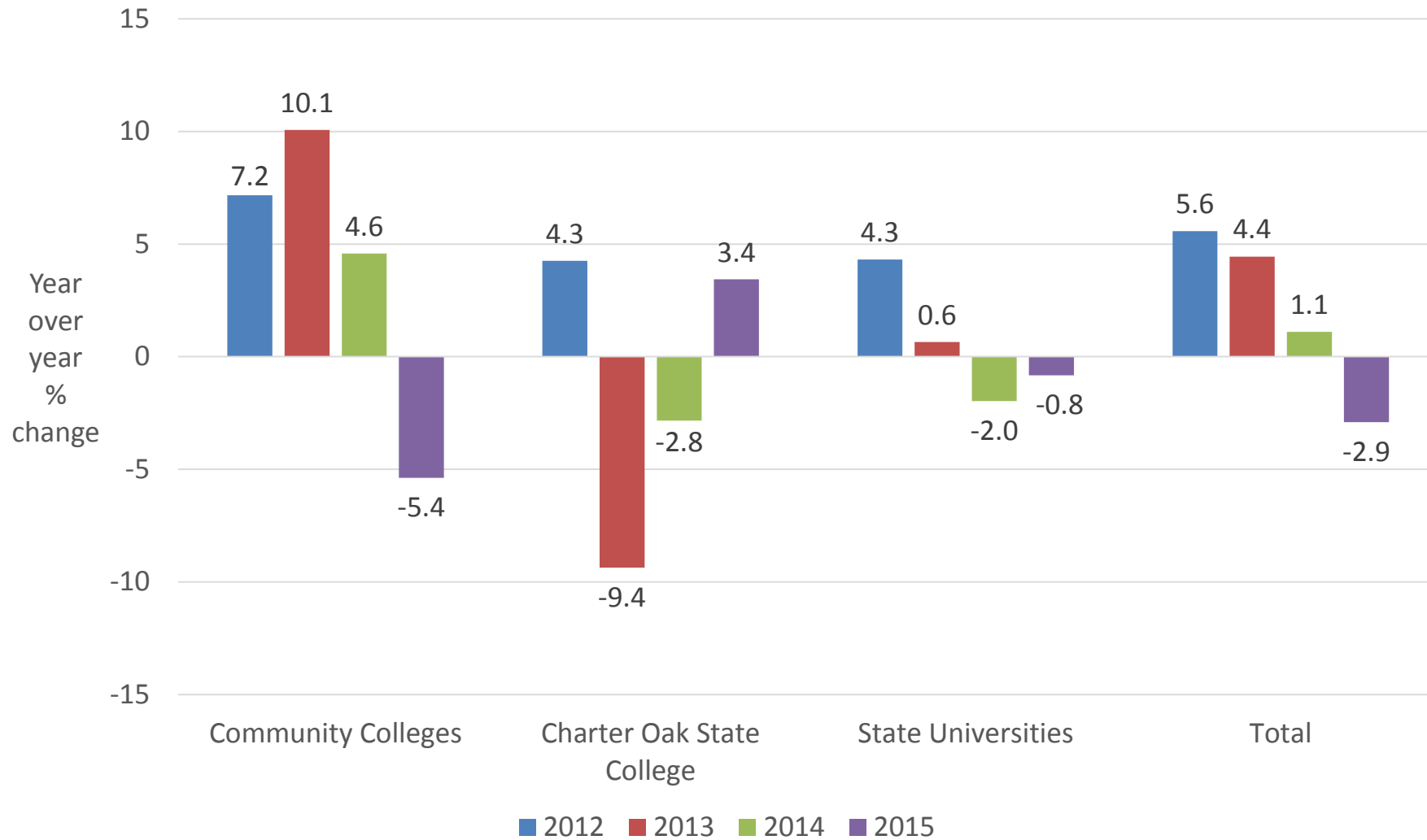
Degrees/Certificates Awarded by Race/ethnicity, CSCU 2011-2015



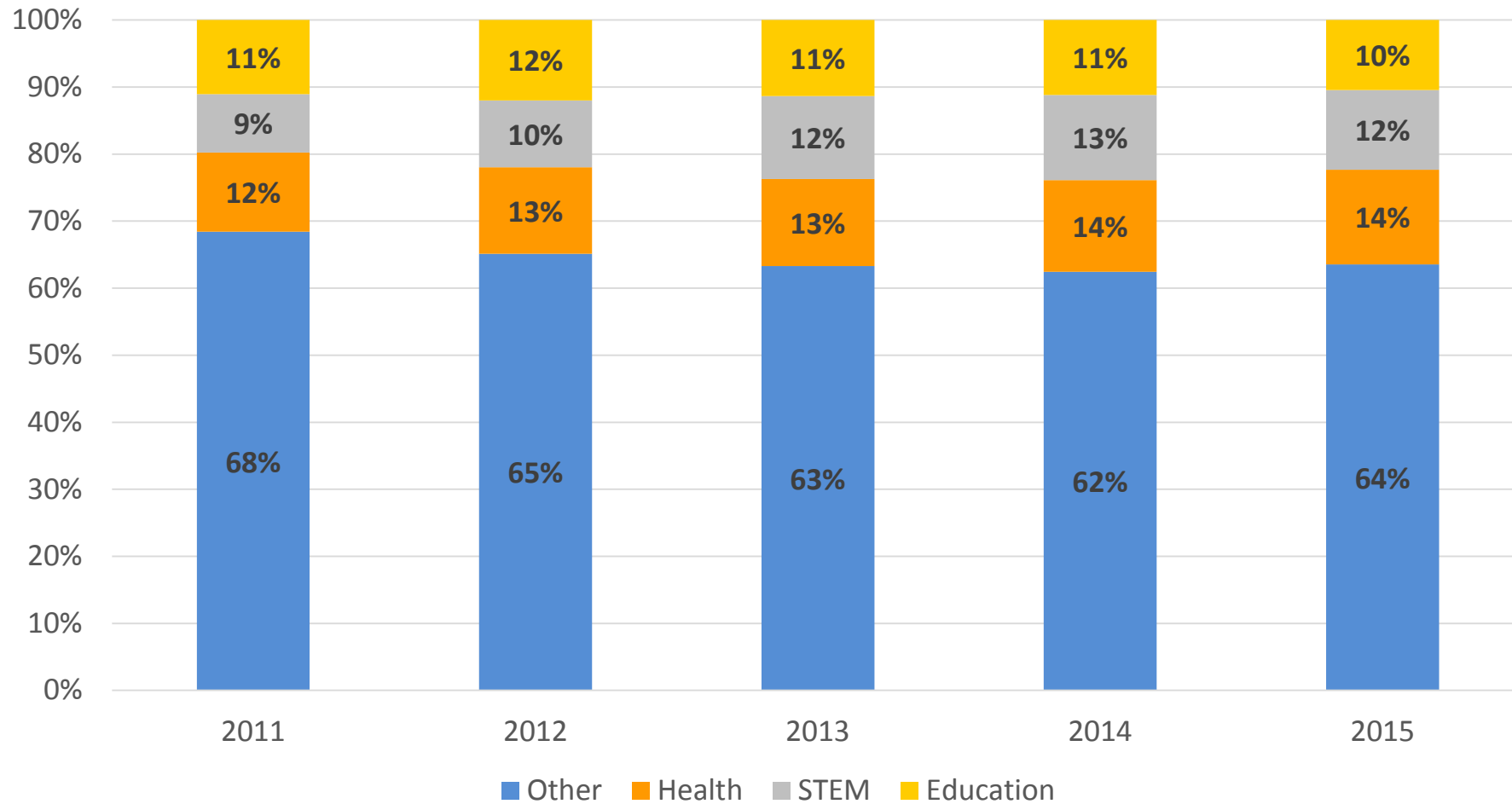
Degrees/Certificates Awarded by CSCU Sector, 2011-2015



Year over Year % Change in Degrees/Certificates Awarded by CSCU Sector, 2011-2015



Degrees/Certificates Awarded by High Workforce Demand Fields of Study, CSCU 2011-2015



Top Five Fields of Study by CSCU Sector, 2011-15

Sector	Field of study	% of degrees/certificates awarded					
		2011	2012	2013	2014	2015	2011-15
Community Colleges	Liberal Arts and Sciences, General Studies and Humanities	30	31	29	29	31	31
	Health Professions and Related Programs	19	20	19	19	20	20
	Business, Management, Marketing, and Related Support Services	20	17	17	16	16	16
	Engineering Technologies and Engineering Related Fields	7	6	6	6	5	5
	Homeland Security, Law Enforcement, Firefighting and Related	<u>5</u>	<u>6</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>
	Top five total	82	80	74	74	77	77
State Universities	Education	21	20	19	19	18	19
	Business, Management, Marketing, and Related Support Services	18	17	16	16	17	17
	Psychology	9	8	8	8	7	8
	Health Professions and Related Programs	6	7	8	9	9	8
	Social Sciences	<u>8</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>7</u>	<u>8</u>
	Top five total	62	60	59	59	58	60
Charter Oak State College	Liberal Arts and Sciences, General Studies and Humanities	87	79	83	80	84	82
	Family and Consumer Sciences/Human Sciences	0	12	5	8	5	6
	Health Professions and Related Programs	5	3	5	8	6	6
	Business, Management, Marketing, and Related Support Services	6	3	5	4	4	4
	Computer and Information Sciences and Support Services	<u>2</u>	<u>1</u>	<u>2</u>	<u>1</u>	<u>0</u>	<u>1</u>
	Top five total	100	100	99	100	100	100

QUESTIONS?



CONNECTICUT STATE
COLLEGES & UNIVERSITIES

BOARD OF REGENTS FOR HIGHER EDUCATION