

# BOARD OF REGENTS FOR HIGHER EDUCATION

## MEETING MINUTES

10:00 a.m., Thursday, October 17, 2013

61 Woodland Street, Hartford, CT

### REGENTS PRESENT

Yvette Meléndez, Acting Chair  
Richard J. Balducci  
Eugene L. Bell  
Naomi K. Cohen  
Nicholas M. Donofrio  
Matt Fleury  
Sarah Green

Craig S. Lappen  
Michael E. Pollard  
Sharon Palmer\* *via teleconference*  
Stefan Pryor\*  
Rene Lerer  
Thomas Failla

### REGENTS ABSENT

Catherine H. Smith\*  
Jewel Mullen\*

Lawrence J. DeNardis  
Merle W. Harris  
Gary Holloway

*\*ex-officio, non-voting member*

### BOR STAFF

Gregory W. Gray BOR President  
David Levinson, VP for Community Colleges/President, Norwalk Community College  
Elsa M. Nuñez, VP for State Universities/President, Eastern Connecticut State University  
Erin A. Fitzgerald, Associate Director of Board Affairs/BOR Secretary

### UNIVERSITY/COLLEGE PRESIDENTS

Wilfredo Nieves, Capital Community College  
Anita T. Gliniecki, President, Housatonic Community College  
Gena Glickman, Manchester Community College  
Anna M. Wasescha, President, Middlesex Community College  
Daisy Cocco De Filippis, President, Naugatuck Valley Community College  
Barbara Douglass, Northwestern Community College  
Grace S. Jones, Three Rivers Community College  
Cathryn Addy, Tunxis Community College  
Jack Miller, Central Connecticut State University  
Mary Papazian, President, Southern Connecticut State University  
James Schmotter, Western Connecticut State University

## **CALL TO ORDER**

Chairman Melendez called the meeting to order at 10:00 a.m.

## **REMARKS - BOARD CHAIR**

**Acting BOR Chair Melendez** introduced the following new members to the Board:

Sarah Green, from Southern Connecticut State University, who was elected as Chair of the Student Advisory Committee last week.

Eugene Bell, from Gateway Community College and who was recently elected as Vice chair of the Student Advisory Committee, after having served as Chair from March – September 2013.

Tom Failla, Chair of the Faculty Advisory Committee and director of the Hospitality Management and Culinary Arts Program for Norwalk Community College.

## **STUDENT ADVISORY COMMITTEE REMARKS**

As requested per Regents following the conclusion of SAC Chair Green's remarks, her prepared remarks are provided below:

"My name is Sarah Green and I am a senior at Southern Connecticut State University pursuing a degree in Secondary Education and English. I was recently elected Chairperson for the Student Advisory Committee.

I am honored to have the opportunity to work with such a dynamic group of student leaders from across the state and I recognize the important work that we are continuing on behalf of the students at our respective institutions.

I would like to preface my comments with one request: I ask that we all enter this conversation with open minds and that we welcome opportunities for collaboration and innovation in the future.

As you well know, the Student Advisory Committee represents diverse student populations and each institution may therefore have unique concerns at times. My goal today, however, is to speak on the collective challenges that we are facing and the ideas and changes that may benefit all students in the ConnSCU system. We are, after all, a united body of higher education institutions.

The first of these concerns is likely foremost in all of your minds: affordability and funding. We are all aware of the reduction in funding that occurred across the board in

the ConnSCU system. I would therefore stress to the Board the impact that these cuts have had on all of our students. The decrease in financial aid and federal work-study programs has been particularly difficult for many students, and we consequently ask the Board to continue lobbying the state legislature for increased funding to the ConnSCU system. Work-study programs, in particular, often engage students in their campus communities, so the cutbacks in these programs not only impacts students' abilities to afford their education but also leads them to seek off-campus employment that may hinder their connection to the institution. And when students are disengaged, they are less likely to persist on that campus.

Additionally, decreases in allocations of federal grant monies and increases in tuition costs have forced students to acquire more subsidized and unsubsidized federal and private loans (and often the private loans do not have the same securities that federal allocations do). Students are subsequently graduating with far greater personal debt and there is a greater disparity between their income post-graduation that they will garner and the expenses they are facing. Plus, students' families are facing greater burdens to assist their students, which negatively impact the economy across the state. A friend of mine is a local high school teacher and she and her husband are struggling to afford their son's college tuition; she has taken on additional responsibilities outside of the traditional classroom setting including tutoring and working with homebound students, and her exhaustion is evident.

If students and their families are unable to procure or afford additional loans, then they face another challenge – delayed graduation. Many students have been forced to take a semester or even a few years off from school in order to attempt to save the money needed to afford their education. Others have dropped from full-time to part-time status. These difficult decisions not only discourage our students and may prevent them from ever achieving their academic dreams but they also impact that retention rates and data for the entire ConnSCU system.

The institutions and their administrators have also been forced to make very difficult decisions regarding programs and services as state support has been reduced. They are forced to prioritize programs, and while academics still remain fairly solid as the most important aspect of any higher education institution, other positions like counselors, disability resource officers, and student affairs personnel have been cut back or remain vacant. Even hours of operations for food services on campuses have

been modified and reduced in order to accommodate the restricted budgets. Yet the students we are enrolling today need MORE services than ever before; students across the ConnSCU system are coming to us less academically prepared than ever before, and more of our students have great psychological and emotional problems. We are simply becoming unprepared to handle this influx.

We believe that the Governor's Scholarship Program may be one vehicle for decreasing the financial hardships of students in the ConnSCU system. Recent changes to the scholarships and grant aid that are distributed under this program have significantly reduced the monetary awards that students are able to receive at some institutions. We appreciate the work that Board of Regents has already undertaken to ensure that part-time students are eligible to receive some support via the Governor's Scholarship Program, but there is still work that can be done. At the state universities, part-time students comprised about 18% of the undergraduate population in the fall of 2012. At the community colleges and Charter Oak State College, part-time students constituted over 60% of enrollment last year alone. So many of our students are pursuing degrees part-time and typically face a number of other limitations including fulfilling familial obligations, juggling multiple jobs, managing personal illnesses or disabilities, and handling a variety of other challenges; further increasing the support they receive through the Governor's Scholarship Program may therefore help to reduce some of the burdens they are facing. Consequently, the Student Advisory Committee is fully committed to working with the Board on revising the formula for the distribution of funds within the Governor's Scholarship Program in order to ensure that all students in the ConnSCU system are receiving as much aid as needed.

On another note, the Student Advisory Committee encourages and supports Dr. Grey's goal to improve the technological infrastructure within the system. We recognize the need among today's students for alternative course offerings like online programs and accelerated degrees. We therefore ask the Board to work with the ConnSCU faculty to be even more innovative in the creation of diverse styles of courses and programs. In doing so, however, we ask that the information technology platforms be fully prepared before additional options are added in order to limit the possibilities for failures and glitches within the system. Increased technology is desired overall, but we recognize the need for the implementation to be quality-controlled.

The SAC is also excited about the developing Transfer and Articulation Policy which will likely improve the retention of students within the ConnSCU system, but more importantly, will ensure students' success at achieving their educational goals. I would thus simply remind the Board of the importance of this policy; I personally was speaking with a coworker just this past Tuesday about her plans after she completes her Associates Degree in Accounting at Gateway in the spring. She hopes to continue her education at one of the state universities but has voiced concerns about the transferability of her credits. The Transfer and Articulation Policy will help to alleviate her – and other students' – concerns, and we may eventually be able to change the mindset and culture of the numerous students who feel frustrations by the current credit transfer limitations.

Furthermore, we implore the Board to support schools' efforts to increase and maintain enrollment. The issues I have already outlined are directly connected to the topic of enrollment, and as each institution in the ConnSCU system works to improve its attractiveness and appeal to students, they will certainly require support (whether in the form of encouragement and suggested strategies or, at times, in the form of additional funding).

Some of the other concerns voiced at our most recent SAC meeting included ideas like establishing health clinics and meal plan options at the community colleges for students in need and raising funding for athletic and extracurricular activities. We have yet to thoroughly research these areas of interest and merely mention them now; we will need to gather more information before we can determine if the implementation or improvement of such programs is even feasible, but we do recognize the possibility for these programs to attract students exploring their various choices for higher education. We look forward to exploring these issues and determining possible solutions with the Board.

Lastly, and most importantly, I would ask the Board to inform us of any of these or other areas in which the Student Advisory Committee may best serve the Board's current needs. We will strive, during my tenure, to be a resource for all of the Board members and to act as a channel by which information may be gathered from and disseminated among the Board of Regents and the distinct institutions within the ConnSCU system.”

## **REMARKS - BOARD PRESIDENT**

**BOR President Gray** provided an update to the Board regarding the following items:

- the status of his tour of the universities and colleges (completed 13 stops to date)
- Progress on The Plan (a holistic blueprint for moving the system forward, improving student learning, and creating a world-class system of higher education)
- Upcoming SUNY trip to meet with administrators.
- Collaboration with Department of Education Commissioner Stefan Pryor in the first steps to creating early college experiences at our community colleges.
- Farewell to Dr. Braden Hosch and welcomed Dr. Ted Yungclas who would be joining the system as the new Principal Academic Officer.
- Darlene Mancini Brown from Manchester Community College will be joining the System Office in an interim capacity as the Vice President for Real Estate, Facilities and Infrastructure, taking over for Elaine Clark, who was moving back to her home state of Maine.

President Gray introduced representatives from Maguire Group who provided a presentation to the Board of Regents highlighting the enrollment management strategy project goals, the benefit to the colleges and universities, a status of the project plan and a suggested framework for end-product deliverables to the Board in compliance with both contract terms and needs identified by the BOR Administration via President Gray. A copy of the Presentation utilized by Maguire is online in the Viewpoints section of the BOR website at: <http://www.ct.edu/newsroom/viewpoints>

## **CONSENT AGENDA**

Chairman Melendez provided background on Consent Items and the development and review of those items prior to being placed on consent. . **Nicholas Donofrio moved that the Board of Regents for Higher Education approve the Consent Agenda as detailed below;**

**Michael Pollard seconded and the Consent Agenda items listed below were unanimously approved.**

Terminations

- a. Fine Arts: Studio Art (Option-A) – Quinebaug Valley Community College
- b. Natural Science (MS) – Central Connecticut State University
- c. Technology and Engineering Education (MS) – Central Connecticut State University

Licensure

- a. Health Information Management (AS) – Capital Community College
- b. Health Information Management (AS) – Northwestern CT Community College
- c. Health Information Management (AS) -- Middlesex Community College
- d. Radiologic Science (AS) – Manchester Community College
- e. STEM Education (MS) – Central Connecticut State University

Licensure and Accreditation

- a. Electronic Health Records Specialist Certificate (Manchester CC)
- b. Group Exercise Instructor (Undergraduate Certificate) – Norwalk CC

Program Modifications

- a. Paraprofessional Educator (undergraduate certificate) name change – Charter Oak
- b. Early Childhood Education (BGS), addition of concentration – Eastern CSU

**RESOLUTIONS APPROVED ON CONSENT:**

Terminations

Fine Arts: Studio Art (Option-A) – Quinebaug Valley Community College

RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a program Fine Arts, with an Option in Studio Art, leading to the Associate of Science (A.S.) degree at Quinebaug Valley Community College

Natural Science (MS) – Central Connecticut State University

RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a program in Natural Science leading to a Master of Science (M.S.) degree at Central Connecticut State University, with a phase out period until August 31, 2015

Technology and Engineering Education (MS) – Central Connecticut State University

RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a program in Technology and Engineering Education leading to a Master of Science (M.S.) degree at Central Connecticut State University, with a phase out period until August 31, 2015

Licensure

Health Information Management (AS) – Capital Community College

RESOLVED: That the Board of Regents for Higher Education license a program in Health Information Management leading to an Associate of Science (A.S.) degree at Capital Community College for a period of three years until October 31, 2016

Health Information Management (AS) – Northwestern CT Community College

Health Information Management (AS) -- Middlesex Community College

RESOLVED: That the Board of Regents for Higher Education license a program in Health Information Management leading to an Associate of Science (A.S.) degree at Northwestern Connecticut Community College for a period of three years until October 31, 2016

Radiologic Science (AS) – Manchester Community College

RESOLVED: That the Board of Regents for Higher Education license a program in Radiologic Science leading to an Associate of Science (A.S.) degree at Manchester Community College for a period of three years until October 31, 2016

STEM Education (MS) – Central Connecticut State University

RESOLVED: That the Board of Regents for Higher Education license a program in Science, Technology, Engineering, and Mathematics (STEM) Education leading to a Master of Science (M.S.) degree at Central Connecticut State University for a period of three years until October 31, 2016

Licensure and Accreditation

Electronic Health Records Specialist Certificate (Manchester CC)

RESOLVED: That the Board of Regents for Higher Education license and accredit an Electronic Health Records Specialist program leading to an undergraduate certificate at Manchester Community College for a period of time concurrent with institutional accreditation

Group Exercise Instructor (Undergraduate Certificate) – Norwalk CC

RESOLVED: That the Board of Regents for Higher Education license and accredit a Group Exercise Instructor program leading to an undergraduate certificate at Norwalk Community College for a period of time concurrent with institutional accreditation

Program Modifications

Paraprofessional Educator (undergraduate certificate) name change – Charter Oak

RESOLVED: That the Board of Regents for Higher Education approve modification of a Special Education Paraprofessional program leading to an undergraduate certificate at Charter Oak State College to change the name to Paraprofessional Educator

Early Childhood Education (BGS), addition of concentration – Eastern CSU

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in General Studies leading to the Bachelor of General Studies (B.G.S.) degree at Eastern Connecticut State University to license and accredit a separate program in Early Childhood Education leading to the Bachelor of General Studies (B.G.S.) degree for a period of time to coincide with institutional accreditation



## **FINANCE COMMITTEE**

Following Matt Fleury's introduction of each of the items below, resolutions were unanimously approved as detailed below:

### **Use of CSUS 2020 funds to Purchase Property for Eastern Connecticut State University**

**On a motion by Matt Fleury, seconded by Richard Balducci, the resolution below was unanimously approved:**

- WHEREAS, The owners of three (3) residential properties adjacent to Eastern Connecticut State University have offered to sell their properties to the State of Connecticut for use by Eastern Connecticut State University; and
- WHEREAS, The residential properties are located at 156 Windham Street, 160 Windham Street, and 393 Prospect Street; and
- WHEREAS, The approximate fair market value of the land and buildings are \$170,000, \$130,000, and \$215,000, respectively; and
- WHEREAS, Eastern's acquisition of 156 Windham Street, 160 Windham Street, and 393 Prospect Street is part of the University's master plan to acquire properties adjacent to the campus to establish a street presence and to allow opportunities for expansion in light of the campus' land-locked status; and
- WHEREAS, The Board of Regents recognizes the value that these parcels contribute to planning efforts at Eastern Connecticut State University; and
- WHEREAS, The purchase of the three (3) residential properties, that totals \$515,000, will be funded from the CSUS 2020 Land and Property Acquisition program ;and
- WHEREAS CSUS 2020 was funded in the amount of \$7,250,190 for University property purchases and following Eastern's acquisition of the properties described in this Resolution and deduction of funds held for property purchases by Central and Southern, the balance remaining in CSUS 2020 for property purchases will be approximately \$2,085,000;
- WHEREAS, The Board of Regents' property purchase is contingent on the approvals of the Department of Administrative Services, State Properties Review Board; and Attorney General; therefore be it
- RESOLVED, That the Board of Regents for the Connecticut State Colleges and Universities authorize the purchase of 156 Windham Street for the consideration of \$170,000, 160 Windham Street for the consideration of \$130,000, and 393 Prospect for the consideration of \$215,000 (total purchase value of \$515,000) for Eastern Connecticut State University.

### **Naming of the Werth Center for Coastal and Marine Studies – Southern CSU**

**On a motion by Matt Fleury, seconded by Nicholas Donofrio, the resolution below was unanimously approved:**

- WHEREAS, The Werth Family Foundation is a private, non-operating charitable family foundation created to promote philanthropy as a family activity; building and educating for the next generation, and
- WHEREAS, The Werth Family Foundation possesses a strong commitment to organizations that incorporate education, health and social welfare issues as a predominant or underlying element in their programs, and continues to focus on innovative, pioneering programs, and
- WHEREAS, It's strong family ties to the State of Connecticut, local communities and longstanding partnership with Southern Connecticut State University help to define the vision for the Werth Family Foundation
- WHEREAS, The Werth Family Foundation wishes to fund an endowment to provide continued support for the Center for Coastal and Marine Studies,
- WHEREAS, In accord with the Naming Policy for the Connecticut State University System the Board of Regents has the sole authority to provide for the naming of facilities and programs to honor those donors who contribute endowment and other major monetary gifts to universities within the CSU System; be it therefore
- RESOLVED, That the Board of Regents for the Connecticut State Colleges and Universities hereby designates the Center for Coastal and Marine Studies at Southern Connecticut State University to be known now and hereafter as the Werth Center for Coastal and Marine Studies.

### **Transfer of custody and control of approximately 17.75 acres of unimproved land to CT Department of Transportation**

**On a motion by Matt Fleury, seconded by Nicholas Donofrio, the resolution below was unanimously approved:**

- WHEREAS The City of New Britain has sold a portion of its municipal golf course to Costco for purposes of economic development; and
- WHEREAS The City wishes to replace the land and DOT has agreed to convey replacement land from an adjacent parcel; and
- WHEREAS, DOT's replacement land consists of 15.5 acres of land held in preservation; and

WHEREAS, The lands are subject to an Army Corps of Engineers permit and the ACOE has required DOT in turn to replace the land with property in the same watershed; and

WHEREAS, Central Connecticut State University has 17.75 acres of unimproved land adjacent to Ella Grasso Boulevard in the same watershed; and

WHEREAS DOT petitioned OPM to request transfer of the 17.75 acres to DOT; and

WHEREAS OPM submitted the petition to the Board of Regents requesting approval; and

WHEREAS, The 17.75 acres are located in a 100-year flood zone; and

WHEREAS, The University's master plans do not and will not call for development of the 17.75 acres; and

WHEREAS, The University's intent is to preserve the land in open space ;and

WHEREAS, The terms and conditions of the Transfer Agreement between the DOT and the Board of Regents preserve the land in a manner consistent with Central's master plan; therefore be it

RESOLVED, To recommend to OPM that pursuant to the provisions of CGS 13-a 73(g), custody and control of 17.75 acres of unimproved land at Central Connecticut State University as shown on the attached map be transferred to Connecticut DOT provided the following conditions are met:

- Documentation that all transactions associated with DOT's request are duly authorized;
- Documentation that the proposed closings have occurred;
- Compliance with any conditions or consideration required by OPM;
- Final approval by OPM as required by statute;
- Authorization for BOR staff to negotiate non-substantial terms and conditions of the preservation restrictions to be placed on the property.

#### **ADMINISTRATION COMMITTEE**

Upon additional commentary and background on each of the items below from Committee Chair Cohen, **the following resolutions, both moved by Naomi Cohen and seconded by Nicholas Donofrio, were approved unanimously:**

## **Policy regarding BOR Interim Appointments**

WHEREAS, Under its enabling legislation, Connecticut General Statutes, Title 10a, Chapter 185, the Board of Regents is charged with the duty to appoint a President of the Board along with the Presidents of all seventeen ConnSCU institutions; and

WHEREAS, On occasion, the Board makes interim appointments to the positions referenced above; and

WHEREAS, To enhance organizational clarity, such interim appointments should include a determination as to whether the interim appointee will be permitted to apply and compete for a permanent appointment to the position in questions; and

WHEREAS, the recommendation of the Board President as to this condition will be made and considered in connection with the appointment of ConnSCU campus Presidents; therefore, be it

RESOLVED, that Section 5.7 of the “Human Resources Policies for Management and Confidential Employees of the Board of Regents of Higher Education” is hereby amended by adding thereto the following paragraph, effective immediately:

Interim appointments of the President of the Board of Regents, University Presidents, and College Presidents, will contain a case by case determination as to whether the interim appointee will be permitted to apply and compete for a permanent appointment to the position in question. For interim appointments of University Presidents and College Presidents, a recommendation as to this condition shall be made by the President of the Board of Regents and considered by the Board.

## **BOR Affirmative Action Policy Statement**

WHEREAS, Section 46a-68 of the Connecticut General Statutes requires each state agency, department, board and commission with twenty-five, or more, full-time employees shall develop and implement, in cooperation with the Commission on Human Rights and Opportunities, an affirmative action plan that commits the agency, department, board or commission to a program of affirmative action and equal employment opportunity in all aspects of personnel and administration, and

WHEREAS, Section 46a-68-33 of the Connecticut Agency Regulations required that each affirmative action plan contain a policy statement; and

WHEREAS, The Commission on Human Rights and Opportunities has twice approved the proposed Statement of Affirmative Action; and

WHEREAS, The Board of Regents has established a process to create and adopt policy; therefore, be it

RESOLVED, That the Board of Regents adopts the attached “Board of Regents for Higher Education Affirmative Action Policy Statement” effective immediately.

### **AFFIRMATIVE ACTION POLICY STATEMENT**

As the statewide policy making authority for public higher education in Connecticut, the Board of Regents for Higher Education is committed to leading, by example, in the areas of equal employment opportunity and affirmative action. Additionally, the Board of Regents has been charged by state statutes (specifically Connecticut General Statutes 10a-10 and 10a-11) to promote representative racial and ethnic diversity among the students, faculty, administrators and staff at public institutions of higher education. The Board of Regents for Higher Education’s policies also advance compliance with the Americans with Disabilities Act at all Connecticut state colleges and universities. Equal employment opportunity and affirmative action are essential to achieving higher education’s twin goals of academic excellence and equity.

The Board of Regents for Higher Education recognizes that affirmative action is positive action undertaken with diligence and conviction to:

Overcome any remaining effects of past practices, policies or barriers to equal employment opportunity, and;

Achieve the full and fair participation of all protected class members found to be underutilized in the workplace, or adversely impacted by policies or practices.

The Board of Regents for Higher Education deems equal employment opportunity to be the employment of individuals without consideration of race, color, sex, religious creed, marital status, national origin, ancestry, intellectual disability, past or present history of mental disability, learning disability, physical disability, age, gender identity and expression or sexual orientation. The Board will not request or require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. Additionally, the Board of Regents for Higher Education will not unlawfully discriminate against persons with a prior criminal conviction. Equal opportunity is the purpose and goal of affirmative action.

It is the policy of the Board of Regents for Higher Education to administer all personnel policies in manners that insure that there is no discrimination based upon race, color, sex, religious creed, marital status, national origin, ancestry, intellectual disability, past or present history of mental disability, learning disability, physical disability, age, genetic information, gender identity and expression or sexual orientation. The Board’s personnel policies involve employment applications, job qualifications, job specifications, recruitment practices, job structuring, orientation, training, counseling, grievance procedures, evaluation procedures, layoffs and terminations. To ensure the full and fair participation of protected group members in the employment process the Human Resources/Employee Relations Office shall be consulted and shall monitor the complete employment process. In addition, the Affirmative Action Officer/Designee has sign off responsibilities in all aspects of the staff recruitment and selection process.

The Board of Regents for Higher Education recognizes the hiring difficulties experienced by persons with disabilities and by many older persons. If necessary, the Board shall establish program goals within the Affirmative Action Plan for action eliminating hiring barriers and actively recruiting members from these groups, to overcome any remaining effects of past discrimination against these groups and to achieve full and fair participation of such persons in the workforce.

The Board of Regents for Higher Education shall explore alternative approaches wherever personnel practices have a negative impact on protected classes and establish procedures for the extra effort deemed necessary to assure that the recruitment and hiring of protected group members reflect their availability in the job market. To this end, the Board of Regents for Higher Education shall continuously review its personnel policies and procedures to ensure that barriers that unnecessarily exclude protected classes and practices that have a discriminatory impact are identified and eliminated. Recognizing that there are residual effects of past discrimination, the Board of Regents for Higher Education pledges not only to provide services in a fair and impartial manner, but also establish, through this policy, affirmative action and equal opportunity as immediate and necessary Board objectives.

The Board of Regents for Higher Education is committed to maintaining a work environment free from influence or prejudicial behavior and sexual harassment and a workplace in which all terms, conditions, privileges and benefits are administered in an equitable manner.

President, Dr. Gregory W. Gray, the Chief Executive Officer for the Board of Regents for Higher Education, is committed to successfully implementing the Affirmative Action Plan within timetables set forth. The President assures that all employees, especially managers and professionals, understand the policies and their responsibilities for implementing such and take positive steps to ensure compliance with the plan, policy and procedures.

Leah Glende is the appointed Affirmative Action Officer for the Board of Regents for Higher Education. The Affirmative Action Plan is available to all members of the workforce through the Human Resources/Employee Relations Office which is located at 61 Woodland Street, Hartford, CT 06105. Ms. Glende can be reached by telephone at (860) 723-0794 and email at [glendel@ct.edu](mailto:glendel@ct.edu).

Federal and State constitutional provisions, laws, regulations, guidelines and executive orders that prohibit or outlaw discrimination, that identify each class of protected persons and that require and regulate the development of the Affirmative Action Program are attached.

## **SPECIAL COMMITTEES**

**Strategic Planning Committee Chair Rene Lerer** expressed his appreciation and gratitude to Dr. Braden Hosch for his support in the SPC initiative and wished him well. He also noted he would be looking forward to working with President Gray as he develops his plan and

**Information Technology Committee Chair Nicholas Donofrio** provided a brief update on items that are moving forward on the IT Special Committee agenda and, once again, expressed his appreciation for the efforts of acting CIO Joe McAuliffe as well as the efforts taking place at the universities and colleges, with support of the institutional presidents. **He provided some introductory comments regarding the proposed policy and, upon a motion by Nicholas Donofrio with a second by Naomi Cohen, the resolution below, superseding the previous policy, was unanimously approved.**

WHEREAS, The Board of Regents for Higher Education (BOR) for the Connecticut State Colleges and Universities (ConnSCU) recognizes that unauthorized disclosure of certain personal information is prohibited by various state and federal statutes, and

WHEREAS, The Board of Regents (BOR) for the ConnSCU recognizes that the implementation of an Information Security Program is mandated by state and federal statutes, including but not limited to: Connecticut General Statutes Section 36a-701b et seq., Family Educational Rights and Privacy Act (FERPA) 20 USC §1232g, Gramm-Leach-Bliley Act (GLBA) 16 USC §314, e-Discovery, Health Insurance Portability and Accountability Act (HIPPA), and Electronic Communication Privacy ACT (ECPA) 18 USC § 2510, and

WHEREAS, The Board of Regents (BOR) for the Connecticut State Colleges and Universities (ConnSCU) recognizes that information security needs to address availability, confidentiality and integrity of ConnSCU information whether in electronic or paper form.

WHEREAS, To meet the missions of the BOR constituent units of providing affordable higher education the BOR needs to evaluate organizational and operational changes that will maximize the efficiency and effectiveness of its Information Security Program; and

WHEREAS, The BOR must assure that all ConnSCU constituent units maintain an Information Security Program (“ISP”) that is consistent, and

WHEREAS, It is critical that the BOR implement in a timely manner new logical and technical controls to protect the BOR confidential data and infrastructure from future breaches; therefore be it

RESOLVED, That the BOR Chief Information Officer shall be responsible for the design, implementation, operations and compliance functions of the Information Security Program for all ConnSCU constituent units; therefore be it

- RESOLVED, That the college and university Presidents are responsible for assuring that the BOR Information Security Program inclusive of all standards, procedures, and compliance - including managerial, operational and technical controls is followed by their institution; therefore be it
- RESOLVED, That security, standards, procedures, and compliance - including managerial, operational and technical controls - shall be consistent with the National Institute of Standards (NIST), and be it
- RESOLVED, That standards and procedures for protecting information shall be consistent with state and federal laws, including but not limited to FERPA and GLBA, and be it
- RESOLVED, That all senior managers whose staff use personally identifiable information in the carrying out their institutional duties shall ensure that their staff have been provided the appropriate level of data security awareness training and are in ongoing compliance with data security standards and practices; and be it further
- RESOLVED, That all costs associated with mitigating security breaches due to a constituent's failure to comply with the BOR Information Security Program shall be the responsibility of the respective BOR constituent; and be it further
- RESOLVED, That the BOR Chief Information Officer shall annually provide the Board of Regents a report detailing the security program effectiveness and the risk the BOR is currently accepting. The report will be provided by November 15.

## **EXECUTIVE COMMITTEE**

Acting Chair Melendez noted that the Executive Committee had no action items to bring forward for action by the Board.

## **ADJOURNMENT**

**Naomi Cohen moved to adjourn; Nicholas Donofrio seconded and the meeting adjourned at 11:45 a.m.**

Submitted,

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