

**CT BOARD OF REGENTS FOR HIGHER EDUCATION**  
**MINUTES – REGULAR MEETING - THURSDAY, OCTOBER 20, 2016**  
**Central Connecticut State University, New Haven**

**REGENTS PARTICIPATING**

Matt Fleury, Chair	David R. Jimenez
Yvette Meléndez, Vice Chair	William J. McGurk
Stephen Adair*	Holly M. Palmer
Richard J. Balducci	Catherine H. Smith* via teleconference
Naomi K. Cohen	Barbara E. Richards*
Lawrence J. DeNardis	Elease E. Wright
Merle W. Harris	Joseph Young
JoAnn H. Price	

**REGENTS ABSENT**

Raul Pino*	Dianna R. Wentzell*
Scott D. Jackson*	

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

**CSCU SYSTEM STAFF**

Mark E. Ojakian, President  
Alice Pritchard, Chief of Staff  
Estela Lopez, interim Provost & Senior Vice President, Academic and Student Affairs  
Elsa Nunez, VP State Universities and President, Eastern Connecticut State University  
David Levinson, VP Community Colleges & President, Norwalk Community College  
Erika Steiner, Chief Financial Officer  
Steve Weinberger, VP Human Resources  
Ernestine Y. Weaver, Counsel  
Erin A. Fitzgerald, Associate Director of Board Affairs/BOR Secretary

**STATE UNIVERSITY/COMMUNITY COLLEGE PRESIDENTS**

James Lombella, Asnuntuck Community College  
Wilfredo Nieves, Capital Community College  
Dorsey Kendrick, Gateway Community College  
Paul Broadie, Housatonic Community College  
Gena Glickman, Manchester Community College  
Anna Wasescha, Middlesex Community College  
Daisy Cocco De Filippis, Naugatuck Valley Community College  
Michael Rooke, Northwestern Connecticut Community College  
Carlee Drummer, Quinebaug Valley Community College  
Mary Ellen Jukoski, Three Rivers Community College  
Cathryn Addy, Tunxis Community College  
Edward Klonoski, Charter Oak State College  
Susan Pease, interim President, Central Connecticut State University  
Joe Bertolino, Southern Connecticut State University  
John Clark, Western Connecticut State University

**CALL TO ORDER**

Chairman Fleury called the meeting to order at 10 am and, following roll call, declared a quorum present.

### **ADOPT AGENDA**

Chairman Fleury called for a motion to adopt the meeting agenda. On **a motion by Regent Balducci, seconded by Regent Harris, the Agenda was unanimously adopted as presented.**

### **CCSU INTERIM PRESIDENT SUSAN PEASE**

CCSU interim President Susan Pease welcomed the Board to campus.

### **OPPORTUNITY TO ADDRESS THE BOARD**

The following individuals addressed the Board members:

Stephen Cohen, Faculty, English Dept.	General
Drew Harris, Faculty	Entrepreneurship / Partnership
Sylvia Hawkin, Faculty, Biology	Funding, library cuts to subscriptions, IT issues
Wyatt Bosworth	presidential search

### **CSCU PRESIDENT MARK OJAKIAN**

President Ojakian thanked the members of the University Advisory Committee who assisted the Regents Search Committee in the presidential search process, as well as the students, staff and faculty members who participated in the process on campus at Southern. He also complimented the recent SGA voting registration session, noted collaboration with and between the universities and colleges remains a high priority, referenced the ECSU Opportunity Scholars and indicated there would soon be a meeting between the CSCU Foundation and the institutional foundation heads and Institutional Advancement heads, adding that the system foundation was interested in assisting, not competing with, the university and college foundations.

### **BOR CHAIRMAN MATT FLEURY**

Chairman Fleury introduced student regent Joe Young, noting that his term began last month, however, this was his first time at the Board table. He congratulated SAC Chair Palmer on her recent election as chair of the SAC. Chairman Fleury, addressing the full Board, expressed his appreciation to the Board members for their level of commitment to and advocacy for the students, faculty and staff of CSCU.

## **CONSENT AGENDA**

Chairman Fleury called for a motion on the Consent Agenda. **On a motion by Regent Balducci, seconded by Regent Wright, the Consent Agenda was unanimously adopted.** The following Agenda items were approved on consent:

### **A. Accreditation**

- i. **Accreditation of an Already Licensed Program: STEM (Science, Technology, Engineering, and Math) Education for Certified Teachers – CCSU**

**RESOLVED:** That the Board of Regents for Higher Education approve the accreditation of the program “STEM (Science, Technology, Engineering, and Math) Education for Certified Teachers leading to a Master of Science (MS) degree at Central Connecticut State University for a period of time concurrent with institutional accreditation.

### **B. New Programs**

- i. **Gerontology – Graduate Certificate – Central CSU**

**RESOLVED:** That the Board of Regents for Higher Education approve the licensure and accreditation of a graduate program in Gerontology leading to a Certificate at Central Connecticut State University for a period of time concurrent with institutional accreditation.

- ii. **Masters in Education in Literacy and Language Arts Program – MSED – WCSU**

**RESOLVED:** That the Board of Regents for Higher Education approve the licensure of a program in Literacy and Language Arts leading to a Master of Science in Education degree at Western Connecticut State University for a period of three years until September 30, 2019.

- iii. **Master Arts in Teaching: Secondary Education – MAT – WCSU**

**RESOLVED:** That the Board of Regents for Higher Education approve the licensure of a program in Secondary Education (Biology, Chemistry, Earth Science General Science, English, Mathematics, Social Studies, Spanish) leading to a Master of Arts in Teaching degree at Western Connecticut State University for a period of three years until September 30, 2019.

- iv. **Masters in Education Special Education Program (K-12) – MSED – WCSU**

**RESOLVED:** That the Board of Regents for Higher Education approve the licensure of a program in Special Education (K-12) leading to a Master of Science in Education at Western Connecticut State University for a period of three years until September 30, 2019.

### **C. Centers and Institutes Reports**

- i. **Eastern CSU – Continuation Center for Early Childhood Education**

**RESOLVED:** That the Board of Regents for Higher Education approve continuation of the Center for Early Childhood Education at Eastern Connecticut State University until December 31, 2023.

ii. **Southern CSU**

a. **Continuation and name change Center for Adaptive Technology**

**RESOLVED:** That the Board of Regents for Higher Education approve continuation of the Center for Adaptive Technology at Southern Connecticut State University until December 31, 2023, and be it further

**RESOLVED:** That the Board of Regents for Higher Education approve renaming the Center as the Center for Educational and Assistive Technology.

b. **Continuation Center for Environmental Literacy & Sustainability Education**

**RESOLVED:** That the Board of Regents for Higher Education approve continuation of the Center for Environmental Literacy and Sustainability Education at Southern Connecticut State University until December 31, 2023

c. **Continuation and name change Research Center on Computing & Society**

**RESOLVED:** That the Board of Regents for Higher Education approve continuation of the Research Center on Computing and Society at Southern Connecticut State University until December 31, 2023, and be it further

**RESOLVED:** That the Board of Regents for Higher Education approve renaming the Center as the Research Center on Values in Emerging Science and Technology.

d. **Discontinuation Center for Community and School Action Research**

**RESOLVED:** That the Board of Regents for Higher Education approve discontinuation of the Center for Community and School Action Research at Southern Connecticut State University effective December 31, 2016.

iii. **Western CSU – Center for Excellence in Learning and Teaching**

**RESOLVED:** That the Board of Regents for Higher Education approve continuation of the Center for Excellence in Learning and Teaching at Western Connecticut State University until December 31, 2023.

**D. Consolidated Telecommunication Charges – State Universities**

WHEREAS, Board Resolution # 08-039 approved on May 15, 2008 provides Fund Balance Guidelines for the CSUs, and states that the CSUs are required to set aside “within the Systemwide unrestricted fund balance, [ ] three hundred thousand (\$300,000) dollars annually to provide for ongoing telecommunication equipment replacement and upgrade,” and

WHEREAS, These funds were used as a reserve for CSU equipment and projects managed by the System Office Telecommunications staff, and

WHEREAS, In order to support this requirement, funds were collected from each university, and accumulated in a reserve which totals approximately \$3.1M as of September 7, 2016, and

WHEREAS, This process is being decentralized in order to allow the individual universities to manage the process locally so that they may accommodate the varying campus needs, therefore be it

**RESOLVED,** That the Board Resolution 08-39 is rescinded, abolishing the need for collecting telecommunications support funds from the CSUs, and

abolishing the need for a System reserve for telecommunications, and  
be it further

**RESOLVED**, That the current funds held at the System Office for this purpose will be  
allocated to the CSUs to hold in reserve to support their individual  
telecommunication requirements, and be it further

**RESOLVED**, That the CSUs will establish individual reserves going forward as  
deemed appropriate for this purpose.

### **APPROVAL OF MINUTES**

**On a motion by Regent Balducci, seconded by Regent Wright, the [July 7, 2016 and August 22, 2016 Special Meeting minutes](#) were unanimously approved as submitted.**

### **ACADEMIC & STUDENT AFFAIRS COMMITTEE**

On a motion by Regent Harris and a second by Regent McGurk, the following resolution  
pass unanimously:

#### **Approval Process for Establishment of Armed Police Forces at CSCU Community Colleges**

WHEREAS, On December 3, 2015 the Board of Regents approved a resolution to allow the  
Community Colleges to train and authorize their security police officers to carry  
firearms with the designated special training, and

WHEREAS, The Connecticut General Assembly passed legislation in the 2016 session, signed  
by the Governor and enacted into law effective on July 1, 2016 (Public Act 16-154)  
providing for the deployment of police forces on CSCU Community College  
campuses, and

WHEREAS, A process was to be determined to guide the colleges in such establishment;  
Now therefore be it

**RESOLVED:** That the Board of Regents for Higher Education approve the following Process for  
Establishment of Armed Police Forces at CSCU Community Colleges.

#### **To create the framework for establishing:**

1. Any Community College interested in establishing an armed police force must submit a  
comprehensive justification to the President of Connecticut State Colleges and Universities.  
The justification must include:
  - a. Overview of campus geography
    - i. Facility footprint
    - ii. Overview of ingress/egress to and from the campus
  - b. Campus security profile
    - i. Buildings and grounds
    - ii. Surrounding properties and description of adjacent zones
    - iii. Proximity to and expected response time for off-campus police and  
emergency services
  - c. College police force description (number of Police Officer Standards and Training  
(P.O.S.T.) certified officers; ranks; supervisors)
  - d. P.O.S.T. certification completion schedule (if all officers have not been trained)
  - e. Incumbent and new officer requirements
    - i. Criminal background check (national)
    - ii. Social Media check

- iii. Psychological evaluation
  - iv. Polygraph
  - v. Firearms qualification course completion
  - f. Adoption and promulgation of a campus environment policing policy
  - g. Training required for all officers (including annual refreshers)
    - i. Initial P.O.S.T. training (and certification) with periodic refresher courses
    - ii. CSU police force curriculum
    - iii. Campus policing curriculum
    - iv. Field training (16 weeks)
  - h. General Orders
    - i. Discipline
    - ii. How to respond to calls
  - i. Comprehensive weapons policy
    - i. Recommended weapon type
    - ii. Acceptable use policy
    - iii. Required inspection cycle
    - iv. Securement and storage plan
  - j. College Use of Force Policy
  - k. Investigation process to be followed in cases where a police firearm is discharged
    - i. Investigating agency
    - ii. Officer status
    - iii. Investigative report distribution
    - iv. Record management system
    - v. Crisis management plan
  - l. Supervisory Oversight and Review Plan
  - m. Incident response plan(s)
  - n. Incident communications plan, including components addressing outreach to:
    - i. Students
    - ii. Municipal and state police
      - 1. Within their communications plan, each college must define proximity to closest external law enforcement resources, and order of outreach to those resources during an incident.
    - iii. Local and/or regional hospital/health services
    - iv. Media
    - v. Notifying residents from neighborhoods surrounding the campus
    - vi. Clery statistics/record keeping
    - vii. Communication radio system dispatch process
  - o. Projected implementation timeline
  - p. Police force also agrees to conduct safety and security awareness sessions for students at the beginning of each semester, as developed and coordinated by the college Student Affairs department.
  - q. Mutual aid agreements with proximate residents and surrounding towns
2. Following consideration and approval of the process (above), Academic and Student Affairs committee will recommend the approval process to the Board of Regents for its consideration and approval.
  3. Once the approval process is approved by the full Board, the President of each college requesting the authority to establish an armed police force will submit its application package (containing all the elements in #1 above) to the CSCU President.
  4. Each application received by the CSCU President will be reviewed by a standing committee comprised of 1) a designee from the Legal Department, 2) a designee from the Human Resources Department, 3) an active duty police officer from one of the CSUs, and 4) any other CSCU staff person designated by the President.

5. Once the review committee is satisfied with the sufficiency of each college application, those applications will be submitted to the CSCU President for final approval.
6. The standing review committee shall perform a periodic review of the administration and functioning of the police forces in operation, and report its findings to the CSCU President, along with any recommendations it deems necessary to ensure the forces are operating in a way that is consistent with System objectives.
7. Finally, the CSCU President shall report to the Academic and Student Affairs Committee, and to the Board as a whole, on the status of the arming process as individual colleges are approved for arming.

### **AUDIT COMMITTEE**

No action items for Board consideration.

### **FINANCE AND INFRASTRUCTURE COMMITTEE**

The following resolution was adopted, after having been moved by Regent Balducci, subsequently seconded and passed with unanimous votes of the board.

#### **Student Health Insurance Policy**

WHEREAS, Board Resolution 12-094, which amends Board Resolution 03-15, states that “The Board has approved a mandatory accident and sickness insurance program for full-time and certain matriculated part-time students who elect to participate in sponsored activities, and the mandatory sickness insurance may be waived,” and

WHEREAS, Since the implementation of the Affordable Care Act (ACA), there have been a number of significant changes in the coverage available to our students and the way that they access that coverage, and

WHEREAS, This has likely contributed to the decreasing participation rates in these plans at the CSUs as students can now more easily obtain lower cost coverage, including many student who are eligible for Medicaid or subsidized private coverage, which has rendered CSU- provided plans superfluous, therefore be it

RESOLVED, That Board Resolutions 12-094 and 03-15 are amended to no longer mandate sickness insurance programs and related automatic billings at the CSUs for full-time and certain matriculated part-time students, only, and be it further

RESOLVED, That existing accident insurance board policy shall not be impacted, and be it further

RESOLVED, That the CSUs shall no longer provide its own sickness insurance program but instead sanction the system to provide information and guidance for students to obtain coverage through other means.

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## **HUMAN RESOURCES AND ADMINISTRATION COMMITTEE**

The following resolutions were adopted after having been moved by Committee Chair Naomi Cohen, subsequently seconded and approved on a unanimous vote of the Board:

### **Consensual Relationships Policy Amendment**

WHEREAS, All employees with managerial, supervisory, or evaluative responsibilities for students or other employees carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution's educational mission; and

WHEREAS, Because of the inherent imbalance of power and need for trust, all employees with evaluative or supervisory authority over students and employees should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between employees, or between an employee and a student; and

WHEREAS, Consensual relationships can create real conflicts of interest and appearances of impropriety that can impair the integrity of academic and employment decisions and pose special risks between individuals in inherently unequal positions of power, such as students and teachers or supervisors and employees; and

WHEREAS, Although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual given the inherent power differential between the parties, and such relationships could potentially lead to sexual harassment charges

WHEREAS, Public Act 16-106 An Act Concerning Affirmative Consent imposed new requirements on colleges and universities to address sexual violence on campuses; and

WHEREAS, The Board of Regents, consistent with the goal providing safe environments at all of its campuses for all who frequent them, has reviewed its "Policy on Consensual Relationships" and revised the policy so that it is consistent with the law; therefore be it

RESOLVED, That the Board of Regents formally amends the "Policy on Consensual Relationships" a copy of which is appended hereto as "Attachment A".

### **Policy on Consensual Relationships**

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities' respects that the educational mission of its institutions is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the institution confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and



thereby hinder the institution's educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a faculty and or staff member and a student as well as when they occur between a supervisor and employee.

Such relationships can create real conflicts, are susceptible to an appearance of exploitation, and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

#### **Policy Prohibited Between Employee and Student**

Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at all State Universities and Colleges. The evaluative relationship can take a variety of forms, such as teacher to student, advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

#### **Strongly Discouraged Between Employee and Student**

Romantic, dating or sexual relationships between employees and students over whom said employee does *not* have supervisory or evaluative authority are strongly discouraged. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

If this situation exists, no employee should agree to supervise or evaluate a student with whom he or she has, or formerly had, a consensual relationship. A faculty member should inform the Dean if such a student wishes to enroll in a credit bearing course that he or she is teaching so that alternate arrangements can be made. Nor should a faculty member direct the student's independent study, internship, or thesis; participate in decisions regarding grades; or write letters of recommendation or reference

#### **Between Employee and Employee**

BOR discourages employees with supervisory or evaluative authority from engaging in romantic, dating or sexual relationships with employees who they supervise or evaluate. If such a relationship exists or develops, the supervisory employee must notify his/her manager so that arrangements can be made for the unbiased supervision and evaluation of the employee. These situations are handled on a case-by-case basis and may require transfer or reassignment of one or more

employees.

**In the Event of a Sexual Harassment Charge**

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit. Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, “Affirmative consent” means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

**Sanctions**

All violations of this policy should be reported to Human Resources for investigation and appropriate administrative action, up to and including disciplinary action.

**Faculty Consulting and Research w/Public or Private Entities – Policy Amendment**

WHEREAS, The Board of Regents in accord with of the Connecticut State Colleges and Universities recognize that the faculty professional activities such as consulting or engaging in a research project for a public or private entity is often useful in order to maintain and enhance the faculty member’s academic scholarship and competence; and

WHEREAS, The primary responsibility of full-time faculty during the academic year is to their respective college or university; and

WHEREAS, Section 1-84(r)(2) of the General Statutes requires the board to adopt a policy regarding faculty consulting agreements and research projects with public and private entities, requires that procedures be promulgated at the institutions to manage and account for such agreements and projects, and provide information semiannually;

WHEREAS, From time to time policies require revision to reflect Board policy changes or other needed changes or clarifications; therefore, be it

RESOLVED, That the Board of Regents adopts the amended “Policy Regarding Faculty Consulting and Research with Public or Private Entities” (**Attachment A**) effective immediately.

## **Attachment A**

### **Policy Regarding Faculty Consulting and Research with Public or Private Entities**

Faculty professional activities such as consulting or engaging in a research project for a public or private entity often are useful in maintaining and enhancing the faculty member's academic scholarship and competence. However, the primary responsibility of full-time faculty during the academic year is to the Board of Regents for Higher Education of the Connecticut State Colleges and Universities and their respective institution. The value of these outside activities is recognized through Collective Bargaining Agreements and statute and regulation.

For the purposes of this policy, consulting shall be defined as the provision of services for compensation to a public or private entity by a member of the faculty or member of the faculty bargaining unit: (i) when the request to provide such service is based on such member's expertise in a field or prominence in such field, and (ii) while such member is not acting in the capacity of a state employee.

For the purposes of this policy, research shall be defined as a systematic investigation, including, but not limited to, research development, testing and evaluation, designed to develop or contribute to general knowledge in the applicable field of study.

Faculty is expected to comply with the applicable provisions of the aforementioned Collective Bargaining Agreement, state statute and regulation. As such, no faculty member may engage in consulting agreement or research project that (A) inappropriately uses the institution's proprietary information in connection with such agreement or project; (B) interferes with the proper discharge of his or her employment with the university; and/or (C) inappropriately uses such member's association with the institution in connection with such agreement or project.

Each institution shall establish internal operating procedures that shall ensure, (i) the disclosure, review, and management of conflicts of interest relating to any such agreement or project; (ii) the approval of the chief academic officer and dean of the institution prior to any such member entering into any such agreement or engaging in any such project; and (iii) the referral of any failure to comply with the provisions of this policy or institution procedure to the applicable disciplinary process outlined in the Collective Bargaining Agreement. Each institution shall provide a report to the Office of the BOR President of any such approved activities on or before May 1 and November 1 of each year. In addition, the Director of Internal Audit for the Connecticut State Colleges and Universities shall audit institution compliance with the established internal procedures and this policy annually.

### **EXECUTIVE COMMITTEE**

No report or action items for Board consideration.

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**EXECUTIVE SESSION**

At 11:10 am, on a motion by Regent Cohen seconded by Vice chair Melendez, the Board moved into Executive Session. Chairman Fleury indicated President Ojakian would join the Board. The call of Executive Session was for discussion concerning the appointment of a public officer or employee. The Chairman indicated that no votes would be taken in executive session.

At the conclusion of executive session at 11:50 am, Chairman Fleury reported that no votes were taken and that discussion was limited to the appointment of a public officer or employee.

**APPOINTMENT OF DR. ZULMA TORO, PRESIDENT OF CCSU**

Following an overview of the search process by RSC Chair Richard J. Balducci, in which he offered laudatory comments regarding the invaluable participation of the University Advisory Committee and thanked the members of the Regents Search Committee, on a motion by Regent Balducci and Regent Harris, the following resolution was unanimously approved appointing Dr. Zulma Toro as the next president of Central Connecticut State University. Dr. Toro joined via teleconference and offered remarks.

WHEREAS, The members of the Regents Search Committee, with the assistance of members of the Central Connecticut State University Advisory Committee, conducted a national search for a president for the university, 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. Zulma R. Toro be appointed as President of Central Connecticut State University, and

WHEREAS, The Chairman of the Board of Regents for Higher Education and the President of the Connecticut State Colleges and Universities concur in this recommendation, therefore, be it

RESOLVED, That effective January 3, 2017, 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. Zulma R. Toro is hereby appointed as President of Central Connecticut State University at the rate of \$11,091.95 biweekly (\$289,500 annualized over 26.1 biweekly pay periods).

**ADJOURNMENT**

**On a motion by Regent McGurk and seconded by Elease Wright, Chairman Fleury declared the meeting adjourned at 12:10 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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**CT BOARD OF REGENTS FOR HIGHER EDUCATION**  
**REGULAR MEETING October 20, 2016**  
**Central CT State University**

**Attachments to Minutes  
and  
Meeting Handouts/  
Presentations**

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

A. **No handouts**