

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF REGULAR MEETING
THURSDAY, OCTOBER 21, 2021
CONDUCTED VIA REMOTE PARTICIPATION**

REGENTS - PARTICIPATING (Y = yes / N = no)	
Matt Fleury, Chair	Y
Merle Harris, Vice Chair	Y
Richard J. Balducci	Y
Aviva D. Budd	Y
Felice Gray-Kemp	Y
Holly Howery	Y
David R. Jimenez	N
Richard Porth	Y
JoAnn Ryan	Y
Ari Santiago	N
Elease E. Wright	Y
*David Blitz, FAC Vice Chair	Y
*Colena Sesanker, FAC Chair	Y
*Dante Bartolomeo, Deputy Labor Commissioner (attending for Commissioner Westby)	N
*Dr. Manisha Juthani, Public Health Commissioner	N
*David Lehman, DECD Commissioner	N
*Charlene Russell-Tucker, Acting Education Commissioner	Y
*Kelli-Marie Vallieres, Chief Workforce Officer	Y
<i>*ex-officio, non-voting member</i>	

CSCU STAFF:

Terrence Cheng, CSCU System President
 Dr. Alice Pritchard, Chief of Staff/Chief of Operations
 Dr. Jane Gates, Provost, SVP of Academic & Student Affairs
 Ben Barnes, Chief Finance Officer
 Andy Kripp, VP of Human Resources
 Dr. Ken Klucznik, VP of Academic Affairs
 Ernestine Y. Weaver, Counsel
 Pam Heleen, Asst. Secretary of the Board of Regents (recorder)

Dr. Zulma Toro, President, Central Connecticut State University
 Dr. Darryl Reome, Campus CEO, Tunxis Community College

CALL TO ORDER

Chair Fleury called the meeting to order at 10:01 a.m. Following roll call, Chair Fleury declared a quorum present.

ADOPTION OF AGENDA

On a motion by Regent Wright, seconded by Regent Howery, the Agenda was unanimously adopted.

CHAIR FLEURY REMARKS

- The Student Advisory Committee has appointed officers for this academic year - Julia Noriega from Middlesex Community College as Chair and Brandon Iovene from Southern Connecticut State University as Vice Chair. They will join the next Board meeting when their orientation and training is complete.
- The Board has received notice that Dr. Lisa Dresdner, Campus CEO has awarded Emeritus status to Waldemar Kostrzewa, former Dean of Community Engagement at Naugatuck Valley Community College and congratulated him on this recognition.
- President Cheng was thanked for his visits to the colleges and universities sharing time with students, faculty, staff, and other important constituent groups. The Chair appreciates the hospitality extended to him and the members of the CSCU leadership team.

PRESIDENT CHENG'S REMARKS

- Campus visits
 - Completed 7 colleges to date; will complete visits to all college and CSU campuses before semester's end
 - Meetings have included faculty, staff, students, foundations, and leadership teams to try to understand concerns, frustrations, and fears. Conversations have been very frank, honest, and at times challenging, but by and large, they have been professional, sophisticated, and collegial.
 - The goal is to figure out what works and what doesn't work.
- Meetings with Legislators, businesses, and community leaders
 - Partnerships and support are key to our success.
 - The objective is to answer questions and to give a sense of where we are and where we want to go in terms of workforce development, academic and student support initiatives, etc.
 - These relationships and partnerships will eventually lead to new opportunities for institutions across the system and will benefit students.
- HEERF Distribution for Students
 - Another round of college student payments starts today funded by federal relief dollars.
 - Community College students will directly receive between \$300 - 600, depending on financial need.
 - 35,712 students will receive checks at a cost of \$16.7 million.
 - The last round of distributions will be in December.
- COVID Update
 - A detailed update will be sent to the campus community tomorrow.
 - Vaccination numbers across all campuses are being monitored and CSCU students and employees have been doing quite well with no major setbacks.
- Workforce Development Update - Amazon Web Services (AWS)
 - On Monday, October 18, Governor Lamont announced our partnership with Amazon Web Services. Through this partnership, all 12 community colleges will offer Amazon Cloud courses and certifications by Summer 2022. Our community colleges will start in November, with rollout through the spring and summer. These offerings will initially be non-credit, but work will be done with the faculty to try to develop a stackable credit-bearing model for this curriculum.
 - Offering AWS curricula expands the value proposition of CSCU institutions and utilizes their locations across the state as launching pads to reach thousands of people who look to reskill, upskill, or change careers.
 - This opportunity is aligned with the work of the state and the needs of our communities as our impact is expanded to help strengthen Connecticut's workforce.

- Enrollment, Budget Impact, and Actions
 - Comparing Fall 2020 to Fall 2021 enrollment, community college FTEs are down about an average of 6%, and the CSUs are down around 9%.
 - Our enrollment as a system has been steadily on the decline since our highpoint in 2010.
 - Institutions and systems like CSCU across the country are facing similar challenges. Demographics, competition from private schools, the changing higher education landscape, and workforce and societal needs explain some of the decline.
 - This is a clarion call for action and the opportunity to create real solutions and value propositions for the future to try to stabilize enrollment and find even greater efficiencies.
 - President Cheng and the campus CEOs have been working closely to create “systemness,” ways to work more efficiently, effectively, and strategically in a coordinated fashion that will benefit not only the institutions but the entire system. The presidents and CEOs realize how important it is to partner on new initiatives and for us to be able to lean into the same strategic pillars and goals that have been established by the BOR.
 - A more detailed report on these initiatives will be presented to the BOR in early Spring.
 - This opportunity is not going to be maximized if faculty and staff are not effectively engaged and synergized to be stakeholders and co-creators of our future. Shared governance means shared leadership. Shared leadership means shared accountability.

INSTITUTIONAL UPDATES

Central Connecticut State University - Dr. Zulma Toro

- Presentation is included as Attachment A

Tunxis Community College - Dr. Darryl Reome

- Presentation is included as Attachment B

Chair Fleury asked Dr. Reome what he thought was behind the positive enrollment numbers this fall; Dr. Reome credited the enrollment and marketing staff for their intentional marketing efforts. They have demonstrated that Tunxis is a healthy and safe environment and that all necessary steps and precautions have been taken to protect everyone. Staff hosted several on-ground events to promote a return to campus.

Regents Wright and Ryan stated that it was refreshing to hear so many positive things about the college and the university.

Commissioner Russell-Tucker commented on a deepening and strengthening of the partnership with the NextGen Educators program at CCSU. 79 students from this program were placed in 8 districts and there is still demand for more students.

Vice Chair Harris thanked both presenters and commented on the need for more paid internships so that students can get involved in their careers more quickly.

OPPORTUNITY TO ADDRESS THE BOARD

In addition to the three speakers, the Board received one communication. In accordance with FOI guidelines as amended during the pandemic, the communication was posted on the CSCU website immediately prior to the meeting start time and distributed to the Board in advance of the meeting. It is included as Attachment C.

The following individuals addressed the Board:

<u>Faculty/Public</u>
Seth Freeman 4C's President
Sara Baker Bailey Asst. Professor – Communication, Media & Screen Studies SCSU
Andrea June Assoc. Professor – Psychological Science CCSU

RESPONSE TO PUBLIC COMMENT

Chair Fleury encouraged commentary that provided constructive feedback which might lead to a rethinking of a policy and suggestions for new initiatives for follow-up. Chair Fleury invited President Cheng to respond to the public comment:

- Collective Bargaining - Details concerning contract negotiations are not discussed in public. Generally, when discussions begin, parties are at opposites and they work towards the middle, to getting to “yes.” President Cheng values the process and the value of the faculty. He recognized Professor June’s empathy and humanized understanding of the BOR and what they are trying to accomplish.
- Public Comment during BOR Meetings - President Cheng responded to Professor Baker Bailey by noting that this is a new meeting format; it is not perfect yet. We will take her input and feedback and noted the difference between “meetings in public” and “public meetings.” Communication is key and something that we want to cultivate and improve upon.
- Vaccination policy implementation and notification has not been perfect; continued communication and coordination will lead to improvement.
- Lack of diversity exists in the CSCU system. Hiring is done by campus and department committees; so, every institution, every search committee member, and every constituent and leader in our system must take ownership. The President’s Office is working with the Interim VP of DEI and the HR Office to address this gap in representation through programs, training, and policy. A slate of action items to report is anticipated soon.
- Calls for meetings - President Cheng values the relationships with the faculty bargaining units, but it was unclear if meetings at that time, early in the fall, would be helpful because of the status of contract negotiations. He doesn’t individually drive or influence the collective bargaining process. There is a trusted team that requires the space and support to do their work of bargaining, at the table, with the appropriate number of individuals on each side, documenting their work accordingly, and engaging in the act of discussing proposals. It is hoped that they can get back to discussing proposals. President Cheng noted that he wasn’t sure if meetings would be appropriate given the tone of our bargaining unit leaders and their public attacks on the Board and the administration. He noted that the written comment by a bargaining unit leader provided prior to the meeting was laden with caustic, adversarial and confrontational rhetoric that was both disappointing and unhelpful. He continued by saying that it’s beneath the President’s Office and the system’s standards and expectations to dignify unprofessional behavior that demeans the good work of our people. It sets a dangerous example for students, and establishes a model for the public that is incongruous with who and what most of us are and believe in.

APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Regent Ryan and seconded by Regent Harris, the September 23, 2021 Regular Meeting minutes were approved after a unanimous voice vote.

CONSENT AGENDA

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

Academic Affairs Items

- a. Center for Connecticut Studies - Renewal - Eastern CT State University
- b. Revised Mission Statement - Eastern CT State University
- c. BOR Policy: Student Athlete's Name, Image, and Likeness
- d. BOR Policy: Selection of a Single Office of Postsecondary Education Identification Number for CT State Community College

Human Resources Item

- e. Management/Confidential Salary Classification and Compensation Correction

Finance Item

- f. Adoption of Revised CSCU Distribution Model for CSU State Aid

RESOLUTIONS APPROVED ON CONSENT

Academic Affairs Items:

- a. RESOLVED: That the Board of Regents for Higher Education approve the continuation of the David Morris Roth Center for Connecticut Studies at Eastern Connecticut State University until December 31, 2028.
- b. RESOLVED, That the Board of Regents for Higher Education approves the Modification of the Mission Statement for Eastern Connecticut State University.
- c. WHEREAS The Connecticut General Assembly enacted Public Act (Special Session) 21-132, section 160 thereof requires that governing boards of institutions of higher education adopt policies to comply with the Act's requirements regarding student athletes' name, image and likeness prior to January 1, 2022; and
WHEREAS The Act is applicable to student athletes who attend the Connecticut State Universities athletic programs; therefore, be resolved
RESOLVED, That the Board of Regents adopts a Policy for Student Athlete's Name, Image and Likeness.
- d. WHEREAS, The Board of Regents for Higher Education voted unanimously on March 9, 2018, to submit a Substantive Change request to the New England Commission of Higher Education (formerly NEASC), seeking its approval for the merger of the 12 individually accredited regional community technical colleges into a single accredited college; and
WHEREAS, On May 14, 2020 the Board resolved that the single accredited college will be named Connecticut State Community College ("CT State"); and
WHEREAS, in order for CT State to provide funding to students without any disruption, under Title IV of the Higher Education Act of 1965, as amended, the United States Department of Education requires CT State to be identified with an existing Office of Postsecondary Education Identification ("OPEID") number from an existing college within the Connecticut State Colleges & Universities system; and
WHEREAS, in order to file the application with the United States Department of Education to provide Title IV funds, the Board must resolve to select one College to carry the OPEID number while the current remaining 11 colleges (including their additional locations) will become additional campuses and locations under the parent OPEID; therefore, be it

RESOLVED, The Board of Regents selects Capital Community College's OPEID number as the OPEID for CT State while the current remaining 11 colleges (including their additional locations) will become additional campuses and locations under the parent CT State OPEID; and be it further

RESOLVED, The CT State OPEID number shall be used for the merger application with the United States Department of Education.

Human Resources Item:

- e. WHEREAS the Connecticut State Colleges and Universities sets forth a policy establishing salary range plans for non-represented Management/Confidential employees; and WHEREAS the first and third quartile marks within each classification range were initially set based on a previous classification & compensation study and not equally distributed, and have now been adjusted to correct this; and now therefore be it
- RESOLVED, that the Board of Regents for Higher Education hereby approves and adopts the revised Management/Confidential Salary Range Plan Schedule.

Finance Item:

- f. WHEREAS Board of Regents Resolution #09-67 requires that the State Universities' distribution methodology for the state block grant should be reviewed biennially effective July 1st; and
- WHEREAS, In August and September 2021 representatives of the four Universities and the CSCU system undertook a thorough review of the block grant distribution model and achieved consensus support for a comprehensive set of changes; and
- WHEREAS the changes include increasing the fixed base funding each university receives; includes part-time students in the variable funding calculation; simplifies the formula; and addresses some inequities in the allocation of state fringe benefit support; and
- WHEREAS the recommended formula includes a method for distributing a new stream of state funding to reduce the Universities' need to commit tuition funds to employee fringe benefits, and
- WHEREAS The Universities agree that any future changes to the structure or amount of state aid should prompt immediate review of this distribution methodology, now therefore, be it
- RESOLVED THAT, The Board of Regents approves the new CSU Distribution Model as described in the Staff Report included with this item.

ACADEMIC & STUDENT AFFAIRS COMMITTEE

At the October meeting Committee Chair Dr. Merle Harris welcomed Regent Porth to his first ASA Committee meeting.

Action Item: CSCU Criminal Justice Task Force - Final Report and Recommendations

The Task Force was appointed in response to the George Floyd murder. CSCU plays an important role in the education of the law enforcement and criminal justice workforce in Connecticut. The Task Force was charged with formulating tangible and practical recommendations for Criminal Justice studies in the CSCU system and advancing multicultural and diverse quality education. Drs. Tuesday Cooper and William Lugo co-chaired the Task Force in the year-long effort. The Task Force membership included students, faculty, administrators, law enforcement officials and community representation.

The Task Force secured a grant from the Davis Educational Foundation for the collection and analysis of key data for the report. One of the interesting findings was the difference between law enforcement academy trainers and new recruits regarding the preparation of new recruits to engage with diverse populations. There was a difference between recruits and trainers of over 40% in the categories: Managing Own Anxiety, Giving Clear Communication, Being Confident Under Stress, Using Positive Non-verbal Communication, Engaging in Active Listening and Critical Thinking.

Another key finding was that enrollment in community college CJ programs has declined by 36% over the past decade while enrollment in CJ programs at the State Universities increased by 3%. People of color are well represented in CJ programs across the system but drops by 30% when it comes to representation among graduates. This data is consistent with concerns with overall completion rates, particularly in our community colleges.

Among the key recommendations are creating systemwide resources to assist faculty with diversity and antiracist capacity building, as well as linking these resources to systemwide Diversity, Equity, and Inclusion efforts. Another recommendation is to work with CJ programs to implement more extensive diversity and antiracist curriculum.

The Task Force report points to the need for a structure for implementation of its recommendations. The proposed resolution continues this important work by charging the System-wide Equity Council with this responsibility along with requesting that the CSCU Provost engage Criminal Justice chairs, program directors and appropriate faculty to continue work on the report's curriculum and student-centered program recommendations.

Vice Chair Harris moved the resolution which was seconded by Regent Wright.

Discussion took place. Regent Budd noted the thoroughness of the report, the categories of data, the reliability of the recommendations, and the importance of internships and mentoring. Professor Blitz noted that it was an interesting report and that he had occasion to meet with the Alignment Group and the University faculty who expressed concern about advising for transfer from the community college and university and availability of professional development funds. Regent Porth noted that the report was impressive and comprehensive and that CSCU is in a unique position to make an impact in the areas of equity and justice in the State. He noted that the recommendations were concrete and actionable.

The resolution carried by unanimous voice vote.

Though not related to the current ASA Committee report, Dr. Blitz was recognized by Chair Fleury for brief comments concerning the vaccine mandate for the Spring semester. President Cheng noted that meetings have been taking place with institutional leaders across the system to analyze data and fine tune details for an approach from the System Office that can be upheld and sustained at the campus level. The COVID 19 Team continues discussions across the system and with DPH while following guidance on the federal level. President Cheng continued by responding to Dr. Blitz about the embargoed professional development funds. As of October 20, the funds had been released.

AUDIT COMMITTEE

No Report

FINANCE & INFRASTRUCTURE COMMITTEE - Committee Chair Balducci

The Finance and Infrastructure Committee met on Wednesday, October 13th. The committee agenda included two action items and one discussion item. One of the action items, the "Adoption of the Revised CSCU Distribution Model for CSU State Aid" was approved on the Consent Agenda. Regent Balducci thanked the leadership of the universities for their time in negotiations.

Action Item - Revised Spending Plan for Universities and Community Colleges

The proposed changes reflect the \$40 million drop in tuition and fee revenue that has resulted from the second year of steep enrollment declines since the start of the pandemic. At the universities, the shortfall was largely resolved with the application of the additional state aid, plus some adjustment to various expense areas.

At the colleges, the shortfall was resolved by application of additional federal HEERF funding, including the benefit of our debt relief effort over the summer.

These adjustments will allow us to operate for the remainder of the year, but do not resolve the large problem we face next year when the one-shot federal funds are no longer available. These one-time resources amount to about \$100 million. At the end of 2023, there is an anticipated shortfall of approximately \$50 million.

Regent Balducci moved the resolution forward as a motion to approve. It was seconded by Regent Howery.

Though not related to the current Finance Committee action item, Dr. Blitz was recognized by Chair Fleury for a brief comment on the University Distribution Model that was approved with the Consent Agenda. Ben Barnes noted that the information Dr. Blitz referenced was in the Board packet (pg. 165) and the resolution states that any future changes to the structure or amount of state aid will prompt immediate review of the distribution methodology.

The resolution was approved unanimously by voice vote.

Information Item - Naming Policy

Presentation was heard and comment period will be open until November 13. The policy will be presented for adoption at the December meeting.

Information Item - National Enrollment Data

Ben Barnes presented data on national enrollment trends (Attachment D).

HUMAN RESOURCES & ADMINISTRATION COMMITTEE - Committee Chair Howery

Action Item - Telecommuting Policy for Management/Confidential Policy

CSCU considers telecommuting to be a viable alternative work arrangement for certain non-represented Management/Confidential (M/C) employees. Telecommuting enables a M/C employee with the agreement and approval of their supervisor to work from home or another approved remote location.

Chair Howery moved the resolution forward which was seconded by Regent Balducci. Having no questions brought forward, the motion carried following a unanimous voice vote.

Action Item - Search Policy for CT State Community College President

This policy is modeled after the recent searches for the CSU System President and the Regional Presidents. The policy calls for a BOR Search Committee and a Search Advisory Committee representing numerous varies stakeholder groups.

Chair Howery moved the resolution forward which was seconded by Regent Wright. Having no questions brought forward, the motion carried following a unanimous voice vote.

Chair Fleury announced the BOR search committee as follows: Chair Aviva Budd will be joined by Regents Howery, Wright, Porth, and Santiago. A message will go out shortly to the Community Colleges to begin the nomination process for the Search Advisory Committee.

EXECUTIVE COMMITTEE

No Report

EXECUTIVE SESSION

At 11:51 a.m. on a motion by Regent Budd, seconded by Regent Howery, the Board voted to go into Executive Session for the purpose of discussing collective bargaining and pending litigation. Chair Fleury announced that no votes would be taken in Executive Session and that the meeting will be immediately adjourned following Executive Session. Chair Fleury directed President Cheng, Dr. Pritchard, Dr. Gates, Ernestine Weaver, and Andy Kripp to join the Regents in Executive Session.

ADJOURNMENT

The meeting was adjourned at 12:27 p.m.

Submitted,

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

Attachment Listing

October 21, 2021 BOR Regular Meeting

Attachment A	Institutional Update - Central Connecticut State University
Attachment B	Institutional Update - Tunxis Community College
Attachment C	Written Comments from the Public
Attachment D	National Enrollment Data

Presentation to the CSU Board of Regents

By Dr. Zulma R. Toro, President of CCSU

Thursday, October 21, 2021

Thank you for the introduction President Cheng ((I'll try to live up to that reputation)).

Regents, it is good to see you. I appreciate this opportunity to share a little bit about CCSU and where we are headed.

As I walk around campus this semester, I am so pleased to hear from students how much they appreciate being back in-person.

During the pandemic, one of the lessons we learned is that the state's first public institution of higher education can be **resilient and flexible**. But we must continue our **inventiveness and willingness** to address the changing landscape in higher education and the student population and communities we serve.

At Central, we prepare our students for the careers they are seeking and for the likely possibility that their jobs, over the course of their working lives, will change. This is accomplished by providing a strong liberal arts foundation that emphasizes writing and communication skills, critical thinking, and quantitative reasoning.

This strategy, along with Central's inclusive, student-centered approach is key to our long history of success. Our alumni are impressive. Among them: U.S. Secretary of Education **Miguel Cardona**; U.S. Congressman **John Larson**; New Britain Mayor **Erin Stewart**, who was the youngest person in the country to be elected mayor; **Ebenezer Bassett**, our first African American graduate, Class of 1853, and the first African American appointed as a U.S. diplomat. And let us not forget, Vice Chair of the Board of Regents, Dr. Merle Harris; and Regent Richard Balducci, chair of the Finance and Infrastructure committee. Yes, they all got their start at Central.

- 96-percent of our students are Connecticut residents.
- 42-percent of our first-year students are first generation college students.
- 36-percent of those enrolled at Central are students of color. In just 10 years, that is an increase of 14-percent.

With an increasingly diverse student body, the University welcomed me as its first female president and first Hispanic chief executive in 2017.

We remain committed to our role as an **enabler of social mobility**, increasing access to higher education and all of its rewards. We meet our students “**where they are**” and provide them with what I refer to as the **CCSU Blanket of Support**. By coordinating and expanding academic and financial resources, along with social and emotional programs, we will increase enrollment, improve retention, and promote educational achievement and career readiness. Some examples of our Blanket of Support:

- We have added **more counselors** to our Student Wellness team to vigorously address the social and emotional needs of our students.
- Faculty and staff are receiving **Mental Health First Aid** training to better understand how to support our students.
- For the convenience of our students, we have expanded the “traditional” office hours for student-facing services.
- To reduce barriers to degree completion, we continue to expand online and hybrid class options. Students, many of whom must work to pay for their education and support their families, have come to expect flexibility in our academic offerings.
- To smooth the transition for transfer students, we are deepening our relationships with **community colleges** starting with Middlesex, Manchester, and Tunxis. We will be establishing a physical presence on each campus.
- Adding to our Blanket of Support, we’re about to open a Child Care Drop-Off Center to support parents coming to campus to attend a class or two.

In addition to being the largest university in the state system, CCSU is the **most affordable**, offering the lowest tuition of the state’s public universities.

This fall, we awarded **71.9 million dollars in aid** to our students; this included **\$3.4 million in scholarships funds** from the CCSU Foundation, alumni and private sources. I'm pleased to report that our **endowment, the largest in the System sits at 97.4 million dollars**. This puts us in a strong position to continue increasing both the number of students receiving financial support and the amount they are awarded.

Investing in our students is an investment in this state. Within five years of graduation, more than **91-percent of our alumni choose to remain in Connecticut** where they raise families, build careers, and pay taxes.

Beyond the economic benefits CCSU graduates deliver, they also contribute to the **intellectual and cultural growth of the state**. Central is well-known as a **vital pipeline** for an array of professions in the public, private, and non-profit sectors. Therefore, we take seriously the responsibility to meet the **demands for a diverse, college-educated workforce**.

We have launched an initiative called **Accelerate Central**. By developing **stackable credential programs** in Accounting, Athletic Training, Criminology, Finance, and Psychology, students can complete both a bachelor's and a master's degree in these programs in five years of full-time study. This saves them money and prepares them to enter the work force sooner. For the Accelerated Athletic Training program, we are collaborating with **Western**. Their Exercise Science undergraduates can come to CCSU during their senior year to complete their master's degree.

As one of two public universities in the state offering engineering studies, it is essential that we continue to develop new academic programs in high-demand areas. Examples of this are the B.S. in Electrical Engineering and the M.S. in Mechanical Engineering you recently approved. We also are working to develop a Doctor of Physical Therapy program and a Rehabilitation Engineering program, among others.

We are the co-founders of a new strategy in how we prepare educators for our schools. Just before his appointment as US Education Secretary, Dr. Cardona partnered with CCSU to launch NextGen Educators. Education majors are hired by school districts to work in K-12 classrooms and ease pressures on current

teachers. So, in addition to the usual college classes, internships, and student teaching experiences, our students spend additional time undergoing intensive, real-classroom experience, and they get paid for it.

Developing partnerships and relationships with school districts, community organizations, business and industry, provides a level of experiential learning that ensures CCSU students are career-ready. We are building and expanding these opportunities through internships, clinical placements, and cooperative education experiences.

As a catalyst for our business and industry partnerships, we are involved in the state's **Digital Model Definition Initiative**. The state received a Department of Defense grant to transform the supply chain between Sikorsky Aircraft, Electric Boat, Pratt and Whitney and their suppliers.

Our partners in this grant include the Connecticut State Technology Extension Program and the Connecticut Center for Advanced Technology. I have to tell you, they are impressed with the work we are doing for them. They want to link *their* industry experts with our students to provide internships and externships in small and medium aerospace companies.

Central also shares its faculty expertise and other resources to address some of the most pressing challenges at the local and state levels, from education inequality, mental and emotional health issues to juvenile justice reform and much more.

This connection is a fundamental part of a CCSU education and builds upon our legacy of academic excellence and equity in education. As a student-centered university, we are preparing a new generation of leaders in business, industry, education, and government. They possess the needed knowledge and skills, along with the compassion and understanding of cultures and needs of a diverse population.

This would not be possible without the commitment and dedication of our faculty and staff who understand that student success is also their success and, ultimately, leads to the health and wealth of Connecticut and its residents.

Thank you very much for your time and the opportunity to address you today.

Attachment B

TUNXIS COMMUNITY COLLEGE

Dr. Darryl Reome
Campus CEO



Institutional Update



- Tunxis serves more than **5,500 credit and 4,000 non-credit students** each year from the Farmington Valley and beyond.
- **68% of the credit students come from primary service areas** of Avon, Berlin, Bristol, Burlington, Farmington, New Britain, Plainville, Plymouth/Terryville, Simsbury, Southington, and Wolcott.
- Fall 2021: **3,320 students (credit only)**; 1,974 FTE
Spring 2021: **3,041 students (credit only)**; 1,708 FTE
- Average age: 24; 58% women, 42% men.
- Tunxis also serves “returning students” who already hold associate, bachelor’s, master’s and doctoral degrees.
- Approximately **43% of population are students of color.**
- Tunxis is **one of the largest providers of workforce training programs** within the CT community college system. The Division of Workforce Development & Continuing Education serves over 4,000 non-credit students.



CELEBRATING 50 YEARS (DURING A PANDEMIC)

- **Winter Blues and Brews** – Cheers to Tunxis 50th Anniversary, Feb. 27, 2020
- **March 13 through Fall 2020** – COVID-19 changes everything!
- **Fall 2020:** recognizing Oct. 5, 1970, on Oct. 5, 2020, we did the following:
 - Virtual celebrations – first day of classes at Tunxis was a little different than anticipated. Our plans for on-campus festivities shifted. Instead of in-person events, we used social media to give away 50 small gifts to students (travel mugs filled with candy, gift cards to Dunkin' and Starbucks) donated by SGA. One lucky student (see photo on left) received a \$100 VISA gift card!
 - Employees were entered to win a 50th Anniversary wine and coffee gift basket donated by the Tunxis Foundation.
- **Dueling Pianos:** Music and Song for Scholarships – May 21, 2021
- **Unveiling of President Emeritus Dr. Cathryn Addy's Portrait** – Oct. 15, 2021
- **Sundial Installation** – Gift from classes of 2020 & 2021 – Nov. 5, 2021
- **Tunxis Economic Forum** – Nov. 18, 2021
- **An Evening of Art:** Toast to Tunxis – Dec. 2, 2021



STRATEGIC PLANNING

- **Goal 1:** Dismantle Barriers to Equity and Advance Accessibility
- **Goal 2:** Foster Enrollment Growth and Student Success
- **Goal 3:** Strengthen Career and Transfer Readiness
- **Goal 4:** Promote Workforce Development Initiatives, Innovation & Community Partnership

NEW ACADEMIC PROGRAMS



PARALEGAL STUDIES

Certificate program mirroring the American Bar Association (ABA) approved program at Manchester. Demand is high for workers in this occupation & industry.



CYBERSECURITY OPERATIONS

Jobs in this field are in high demand. CT alone has 4,153 unfilled security positions, and a 31% growth rate in security analyst employment is projected through 2029.



DATA SCIENCE

Degree and Certificate provide employment opportunities in fields such as mathematics, computer science and programming, business, marketing & web design.



ENERGY MANAGEMENT

Only Energy degree and certificate program, which is partially DEEP funded and recently became a shared program with Asnuntuck & Northwestern.

SIGNATURE PROGRAMS



DENTAL HYGIENE & DENTAL ASSISTING

Tunxis is home to the **ONLY** Dental Hygiene program in Connecticut Community College system; one of two Dental Assisting programs in the system.

Both programs average a **100% pass rate** on all national & clinical licensure board exams.



BUSINESS ADMINISTRATION

ONLY Associate in Business Administration degree, fully online, in Connecticut accredited by ACBSP.



CIVIC ENGAGEMENT

Certificate with internship, service-learning component, and emphasis on the practice of civic responsibility in the community.





Tunxis Community College Advanced Manufacturing Technology Center



The National Center for Next Generation Manufacturing, to be housed at Tunxis, is the **ONLY advanced manufacturing NSF ATE Center** that will be awarded for community colleges throughout the United States.

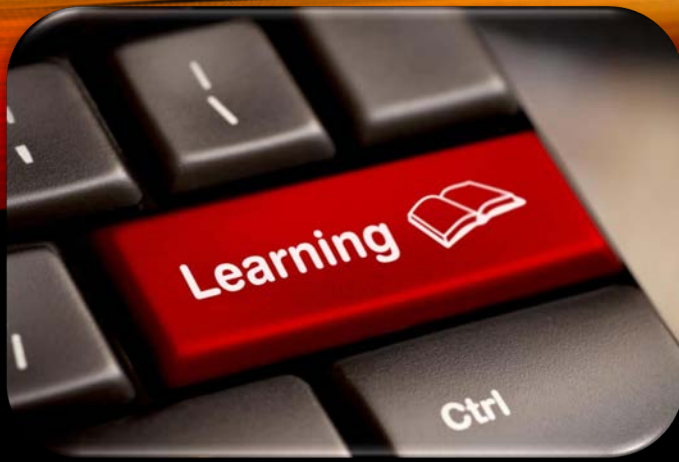
\$7.5 Million over 5 years from the National Science Foundation's Advanced Technological Education (NSF ATE) Program

Guided by national leaders from other ATE Centers and projects including Central Community College, College of the Canyons, Columbus State Community College, and Indian River State College

Enables Tunxis to expand educational and training opportunities to serve the community, including career training, customized training for business and non-credit personal interest courses.

- **Business & Industry Services/Corporate Training**
- **Continuing Education for Electricians**
- **OSHA 10 & OSHA 30**
- **Community Service**
- **Basic EMT Training**
- **Photography**





CAMPUS HIGHLIGHTS



- One of the largest **online course offerings** in the CCC system pre-pandemic with several online degrees available
- **Office of Equity and Inclusion** (OEI) piloted at Tunxis
- **Veterans' OASIS** for student veterans thriving. Ranked tops for military-friendly colleges!
- **Eliza Reid**, First Lady of Iceland, virtual speaking event
- **Stop & Shop collaboration** – **\$7,000 in donations**; new food pantry space and signage
- “Best of” Hartford Magazine winner



BEST OF
Hartford
MAGAZINE
2020
WINNER

STUDENT ACTIVITIES



- Earth Day Clean Up
- Fall Festival
- Mac & Cheese Monday
- Taco Tuesday
- Movie Night
- Bus Trip to Museum



FUTURE PLANNING



- Forge and increase strategic partnerships and visibility with community and CCSU
- Implement additional green and sustainable options on campus
- Continue to improve student experience



Statement to the CSCU Board of Regents – 10/21/21

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

Community college employees are disgusted at the leadership from this Board. We call on Governor Ned Lamont to step in and do something to address the mismanagement and total lack of accountability of this Board.

As community college employees have been saying for almost five years, replacing our community colleges with a statewide cookie-cutter college will degrade the value of our community college system and hurt students. The erosion of shared governance, the removal of faculty control over the curriculum, the disempowerment of faculty, staff and local administrators who are closest to students, the siphoning of money away from our students to regional and statewide managers, and modeling our colleges after for-profit institutions – **are all terrible changes** that will devalue our system and hurt our students.

And not just the plan itself, but the way that BOR and CSCU leaders have lied, demeaned, and ignored your employees, speaks to the truly broken nature of this Board. Our employees believe this Board has no integrity anymore, and no shame.

But no one has held this Board accountable. **We challenge Governor Lamont to understand the crisis in our system and do something.**

Here are some **October 2021** updates for this Board:

HR Shared Services Failures in Administering Vaccine/Testing Policy

Three weeks ago, System HR informed our unions that they would begin to enforce compliance of the vaccination policy via penalty. System HR shared that a large number of community college employees were not in compliance, because they either did not attest to being vaccinated, did not submit to weekly testing, or some combination thereof.

Our union recognized the need to enforce compliance. We were aware that two letters of notice requiring employee adherence to the vaccination policy were already sent to employees prior to this. System HR informed us that after two warning notices, employees would face discipline for continued non-compliance.

The problem that ensued is that **the data System HR used to enforce compliance was wholly and ridiculously inadequate and incomplete**. On 10/7, a letter was sent to 1091 members of the 4Cs union, roughly 1/3 of our membership, notifying individuals of discipline due to non-compliance. Our union was shared the list of our affected members, only after the disciplinary notices were sent to our members.

Our union estimates that 60% of the 4Cs members notified on 10/7 were in compliance, and as such **hundreds of 4Cs members were sent threatening emails completely in error.**

We have members who completed the attestation form and attested to being vaccinated who were sent a discipline letter. Others who properly complied with weekly testing got letters as well. **Astoundingly, 247 of the 1091 members who got letters on 10/7 were not active employees, not actively working or teaching at our community colleges.**

The Board of Regents should be aware of failures like this. But more importantly, the Board needs to know that this failure is part of a broader failure.

Employees in our community colleges have been complaining for over a year to Deans and College President/CEOs about the failures of the HR shared services model. These failures include employees working without a contract, payroll problems, and confusing and time-consuming changes to search committee processes. **All these complaints revolve around the significant decline and lack of dedicated HR support at the campus level.** We observe Shared Services HR as the disinvestment of HR services at the campus level. This Board does not seem to understand, that disinvesting in the people who serve our students, or in the HR professionals that serve our colleges, is never the answer.

Lack of Employee Diversity in Community College System

Our union requested race/ethnicity data and trends from System HR as part of our information request during contract negotiations back in June. We requested this along with other data to inform our contract negotiations. **System HR did not provide us this data, and still has not.** As a fact, our union has an active Labor Charge against System HR for failing to adhere to your duties to provide us information we have a right to. It has been months that System HR has failed to provide the data we are legally required to be provided.

However, our union analyzed race/ethnicity data in our October 2021 payroll report, and our members demographics are as follows:

- White: 2466 (73%)
- Black: 317 (9%)
- Hispanic: 203 (6%)
- Asian: 120 (3.5%)

For full-time teaching faculty, white employees make up 457 of the 575 (79.48%). The most diverse group are Part-Time Educational Assistants, where white employees are still a majority at 244 of the 402 positions (60.7%).

Our union is significantly concerned, and we see it as an urgent need to address the significant lack of diversity in our membership. **We want to and need to constructively partner with this Board to fix this.**

Our union submitted a detailed proposal during contract negotiations – **Round 2 #5 Strengthening Contract Language for Diversity**. In this proposal, we seek to form a Racial Justice, Equity, and Diversity Joint Labor Management Committee. This joint labor management committee will be significantly empowered to identify and review data on race and gender disparities in our system in relation to discipline, investigations, promotions, hiring and career mobility. The committee will lead ongoing development, evaluation, assessment of outcomes, and accountability of work plans to identify and implement policies that help to address identified disparities.

We await a constructive response from this Board on this proposal.

CSCU President Cheng Ignores Calls to meet with Community College Unions

Back on 8/27/21, Dennis Bogusky (AFT) and Larry Salay (AFSCME) and I emailed President Cheng to cordially request a meeting to meet. **President Cheng never replied.** More recently, on 10/7/21, Dennis Bogusky emailed President Cheng a second time. Again, President Cheng did not reply. Two emails from union presidents in this system have been summarily ignored to date by CSCU President Terrence Cheng.

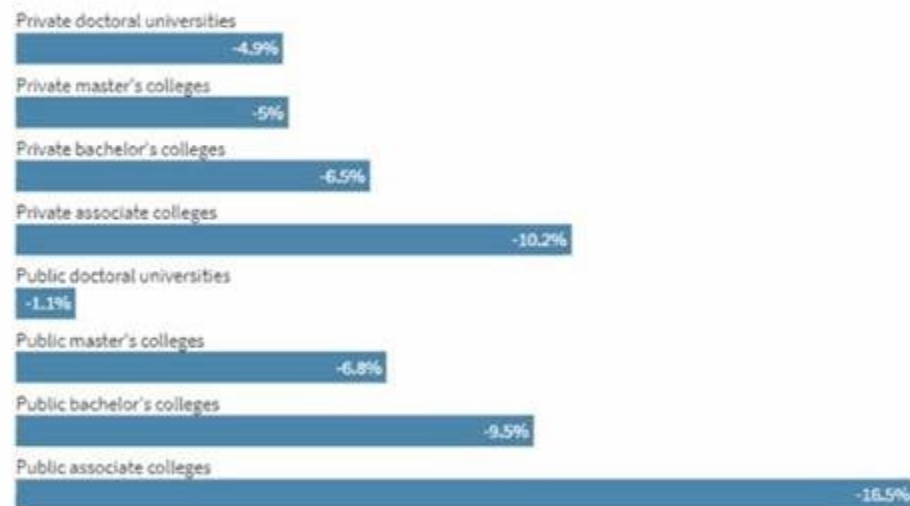
President Cheng has been traveling around the state to our community colleges, sharing and articulating how he is willing to meet with faculty and staff, giving out his business cards, and talking about his desire to communicate and partner. He expressed this at Capital in my presence. At Governor Lamont's AWS Press Conference this week, President Cheng also pretended he is meeting with us and talking with us.

Stop the nonsense. Meet with the unions.

Enrollment Woes at Public Colleges

Declines in full-time, first time undergraduate enrollment at public colleges in the fall of 2020 outpaced the enrollment declines at private colleges, except for at the doctoral level.

■ Percentage decline in enrollment



Source: Chronicle analysis of U.S. Department of Education data

Figures are the percentage change in enrollment between fall 2019 and fall 2020 for first-time full-time degree-seeking undergraduates. Institutions are categorized by the 2018 Carnegie Classification of Institutions of Higher Education, published by the Indiana University Center for Postsecondary Research. Private colleges do not include for-profit private colleges. "Associate" colleges include those categorized as "Associate/Bachelor's."