

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF REGULAR MEETING
THURSDAY, DECEMBER 15, 2022
CONDUCTED IN PERSON AND VIA WEBEX**

REGENTS - PARTICIPATING (Y = yes / N = no)	
JoAnn Ryan, Chair	Y - in person
Richard J. Balducci	Y - in person
Ira Bloom	Y - in person
Alexander Grant, Student Regent	Y - in person
Felice Gray-Kemp	Y - virtually
Holly Howery	Y - virtually
Juanita James	Y - in person
James McCarthy	Y - in person
Richard Porth	Y - in person
Luis Sanchez-Chiriboga, Student Regent	Y - in person
Ari Santiago	N
Erin Stewart	Y - in person
Elease E. Wright	Y - virtually
*David Blitz, FAC Chair	Y - virtually
*Colena Sesanker, FAC Vice Chair	Y - virtually
*Dante Bartolomeo, Labor Commissioner	N
*Dr. Manisha Juthani, Public Health Commissioner	Y - virtually
*David Lehman, DECD Commissioner	N
*Charlene Russell-Tucker, Education Commissioner	Y - virtually
*Kelli-Marie Vallieres, Chief Workforce Officer	Y - virtually
<i>*ex-officio, non-voting member</i>	

CSCU STAFF:

Terrence Cheng, CSCU System President
 Dr. Alice Pritchard, CSCU Chief of Staff/Chief Strategy Officer
 Ben Barnes, CSCU VP of Finance and Administration
 Dr. Rai Kathuria, CSCU Provost & SVP of Academic and Student Affairs (virtually)
 Dr. Paul Beran, Interim President, Western CT State University
 Dr. Joe Bertolino, President, Southern CT State University
 Ed Klonoski, President, Charter Oak State College (virtually)
 Dr. John Maduko, President, CT State Community College
 Dr. Zulma Toro, President, Central CT State University
 Ernestine Y. Weaver, CSCU System Counsel (virtually)
 Ann Harrison, CT State Chief of Staff, AVP of Communications & Strategic Marketing (virtually)
 Dr. Duncan Harris, Campus CEO, Capital Community College (virtually)
 Pam Heleen, Asst. Secretary of the Board of Regents (recorder)
 Cheryl Connor, Admin Asst, Board Office

CALL TO ORDER

Chair Ryan called the meeting to order at 10:04 a.m. Following roll call, a quorum was declared.

ADOPTION OF AGENDA

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

CHAIR RYAN'S REMARKS

- Chair Ryan welcomed everyone to the December Board meeting at Southern Connecticut State University. She thanked President Bertolino for his hospitality and for the wonderful staff who helped make the meeting possible.
- She introduced three new voting members of the Board of Regents. Student Advisory Committee Chair Alexander Grant is a senior at Southern Connecticut State University majoring in communication. Luis Sanchez-Chiriboga is the Vice Chair of the Student Advisory Committee and a sophomore from Northwestern Connecticut Community College majoring in liberal arts and science.
- The Connecticut Senate Republican Leader, Kevin Kelly appointed Erin Stewart to the Board of Regents. Her four-year term starts immediately. Erin Stewart is currently Mayor of New Britain (home to 3 CSCU institutions: Central, Charter Oak and CT State) and prior to that, she served as a member of the New Britain Board of Education. Chair Ryan noted that her talents, expertise, and service to public higher education in Connecticut is very much appreciated. She is also a graduate of Central CT State University.
- Chair Ryan congratulated all CSCU winter graduates.

PRESIDENT CHENG'S REMARKS

- President Cheng also welcomed Regent Erin Stewart and the new student regents, Luis Sanchez-Chiriboga and Alexander Grant. He wished all students the best of luck taking finals and the faculty in grading exams and papers.
- At the system level, progress is being made to develop stronger relationships and understanding with collective bargaining leaders. President Cheng noted that he is getting to know them better and to understand their positions so we can work more fluidly together to solve problems.
- Operationally, the system has created the CSCU Workforce Council which will coordinate workforce development projects and initiatives across our system, while seeking funding from external sources to support innovation.
- In partnership with the Governor's Office, the Office of Workforce Strategy, and other state-wide partners, CSCU has helped to lead multiple initiatives:
 - CT Health Horizons, which will bolster higher education offerings in healthcare;
 - the Tech Talent Accelerator, which expands education for fields such as cybersecurity, software development and digital analytics; and
 - the development of lab schools with the Office of Early Childhood.
- CSCU has worked with AdvanceCT to meet the needs of existing and new companies in Connecticut, and President Cheng has moderated panels with industry leaders in Stamford and at the CT Economic Summit in New Haven, as well as serving on a panel with other CT university presidents at the NECHE conference in Boston. To keep CSCU's activity brisk and profile high, we will expand and intensify these efforts in 2023.
- President Cheng highlighted accomplishments this semester at each of the six CSCU institutions.
 - Charter Oak State College continues to be a leader in online education. This fall, with the creation of a workforce division, and with the launch of its new program in social work, Charter Oak demonstrated its keen understanding of workforce needs by being nimble, accessible, and innovative.

- Eastern Connecticut State University made significant improvements to its graduation and retention rates, increasing first-to-second year retention up to 83% overall, and 89% for students of color. Eastern's six year graduation rate is now a record high 61%, showing why ECSU continues to be one of the top ranked institutions in the northeast. Eastern is also one of just three institutions in CT (along with Connecticut College, and Yale) to be awarded Gold Status for Climate Change efforts by STARS, the Sustainability Tracking, Assessment & Rating System.
- This fall, Central Connecticut State University opened its XR Lab which combines virtual reality, mixed reality, and augmented reality in an interdisciplinary physical lab space. The lab is the first of its kind in CT and is already serving faculty from multiple departments who will integrate the space into their Spring 2023 classes. Central also opened its Drop-In Child Care Center for children ages 3 to 12 years old. The Center provides experiential learning opportunities to CCSU students in majors like education, psychology, and social work. Use of the drop-in center is free of charge for Central's student-parents, which is a game changer for access and equity in higher education.
- Southern Connecticut State University opened its new Health and Human Services Building, home to several majors related to healthcare fields. This includes nursing, where a major collaboration with Yale-New Haven Health will enable the university to double its numbers of nursing graduates by 2026. The new building will also engage the New Haven community through public clinics in audiology, speech therapy, human performance, and adaptive sport. Southern also established two major partnerships with the arts community. The New Haven Symphony Orchestra and Long Wharf Theater are taking up residency at the university, bringing not only concerts and plays to campus but a host of internship and learning opportunities. These include a new Arts Administration and Cultural Advocacy minor, which provides students in the arts and humanities an onramp into a field that generates more than \$9.3 billion in Connecticut alone.
- The 12 campuses of CT State Community College have been extremely busy and productive:
 - supporting our students with food pantries, mental health resources, and academic advising
 - top-notch teaching and faculty achievements and awards
 - fundraising, grants, and record-levels of scholarships being awarded
 - new industry and community partnershipsCT State campuses continue to have a profound impact on people and regions. Connecticut had 4 community colleges ranked in the Top 20 nationally on Wallethub's best community colleges list while they also ranked our community college system as the best in the country. This fall CT State also submitted its first progress report to NECHE which was approved and accepted. CT State's unified course catalog and single application has launched, while its governance structure was recently established. CT State is well on its way to full accreditation in July 2023.
- Western Connecticut State University has made great progress in the last six months. First, Western's computer science program received accreditation from ABET, the Accreditation Board for Engineering and Technology. Further, WCSU has revitalized its relationships with the Danbury community and Fairfield County region. Western has also engaged its faculty and other stakeholders through shared governance and Article 5.20 of the CSU-AAUP contract, to advance difficult but honest conversations about the sustainability and viability of certain academic programs. The final report on WCSU from the National Center for Higher Education Management Systems (NCHEMS) was publicly released yesterday. The analysis is a sobering reminder of the challenges facing WCSU and the entire system. Its recommendations are objective and agnostic and meant to help Western evolve. President Cheng's office is in full support of Western's efforts.

- President Cheng continued by saying that under the leadership of our 6 presidents, every one of our institutions is currently going through a process to evaluate operations and programs, looking to partner with the faculty and staff to chart a path forward. In a worst-case scenario, the system would face a deficit of approximately \$100M in FY24, and \$120M in FY25. The situation is real, and it is a harbinger for all parts of the system.
- He said that we are not going to cut our way out of financial crisis. To become the 21st century system that Connecticut wants and needs us to be, our system needs more funding. CSCU and its institutions are the primary engine of social mobility and economic impact for the state. We are the largest, most ubiquitous force for higher education in Connecticut. Our students come from Connecticut, are educated in Connecticut, and they stay and live and work in Connecticut. And yet, funding for our system has lagged for years. So even as we work to responsibly evolve and change, we need more investment from the state.
- As CSCU enters the legislative session next month, we will present a vision for our system that will make investing in CSCU an obvious choice. We will synergize CSCU's connections to our K-12 system with new and innovative enrollment programs; and we will pipeline our talent directly into Connecticut's most important industries. We will show how investing in CSCU is an investment in equity that will help to close achievement gaps. We will show how Connecticut and CSCU can be national leaders in all this work.
- President Cheng closed his remarks by stating that in the coming months, we will share more detailed plans.

INSTITUTIONAL UPDATE - CAPITAL COMMUNITY COLLEGE - Campus CEO Duncan Harris

Campus CEO Duncan Harris shared updates from Capital Community College (Attachment A).

OPPORTUNITY TO ADDRESS THE BOR

In addition to the nine speakers, the Board received 2 written communications. In accordance with FOI guidelines as amended during the pandemic, the communications were posted on the CSCU website immediately prior to the meeting start time and distributed to the Board in advance of the meeting. They are included as Attachment B.

<u>Students</u>	<u>Faculty/Public</u>
Timothy Dickinson Student Asnuntuck Lack of communication and negligence by the administration to solve problems with student email account	Cynthia Stretch (in person) English Department SCSU Strategic Vision
	Camile Solbrig (in person) Chemistry Department SCSU Strategic Vision
	Louise Williams CSU-AAUP Vice President Introduction and what is happening at the state universities
	Carina Bandhauer Chair, Dept of Social Sciences WCSU Outcome of proposed social science discontinuations and how the CSUs and the BOR can work together constructively
	Elizabeth Cowles Biology Professor and Chair ECSU Faculty morale
	Manoj Misra Associate Professor of Sociology WCSU Discontinuation of social science majors at WCSU
	Elle Van Dermark Professor, History & Political Science Asnuntuck Safety issues at Asnuntuck
	Seth Freeman President, 4Cs Written Comments - https://www.ct.edu/regents/meetings-info/bor_dec_15_2022 Verbal Comments - https://www.youtube.com/watch?v=MFeYurMexiQ (1:10:01) Attachment C – General Counsel’s Response to Verbal Comments

President Cheng thanked all who provided public testimony.

- He asked President Maduko to respond to the concerns at Asnuntuck Community College. President Maduko thanked the three speakers who commented on the challenges at Asnuntuck. He clarified that CT State and the legacy community colleges prioritize the safety and health of students, employees, and visitors. All available resources and personnel are mobilized to expedite the facility, HVAC, and safety needs. President Maduko visited the Asnuntuck campus to attend its all-campus meeting and met with union and shared governance representatives, and faculty and staff. He acknowledged the pain, frustration, and demands for stability. He supports the leadership and efforts of Asnuntuck’s CEO, Dr. Michelle Coach in partnership with the CT State central office, and Keith Epstein, CSCU’s Vice President for Facilities, Real Estate & Infrastructure Planning.

Effective immediately, CT State approved Asnuntuck Community College hiring of an HVAC staff person to provide expertise and capacity. In the meantime, a new vendor, Beacon, has been secured to provide service to Asnuntuck's HVAC systems. The vendor will have a contractor on-site to address any HVAC issues. We are also working with the Connecticut Dept. of Construction Services to contract with an engineer to assess all mechanical systems: HVAC, Electrical, Plumbing, and Fire Suppression.

Approximately \$2 million has been invested to correct mold and mildew issues within the HVAC system. There is currently \$700,000 of additional equipment on order, with another \$300,000 investment planned to resolve the problems in the boiler room and gas odors in the welding lab. Weekly updates will be made to the campus community on all progress; an online repository will be established to share all updates/inspection reports/repairs/installations to the public; and all external vendors will check in with campus administration. Their work will be monitored to verify progress and to enable contingency planning to ensure instructional and student support is not disrupted.

ACC Campus staff and faculty will ensure students can complete their outstanding assignments, projects, and competency assessments to avoid a negative impact on pending employment opportunities.

- Regent Balducci asked for confirmation that these issues are in the process of being taken care. Both President Cheng and President Maduko confirmed Regent Balducci's understanding.
- In response to comments related to WCSU, President Cheng clarified that there is no action in front of the Board this month regarding the proposed discontinuation of majors at WCSU. The process continues with the shared governance structures and faculty as President Beran and senior leadership evaluate the situation. Faculty and leadership need to see this program review as an opportunity to better align programs/courses with the needs of our students; we are going to rely on faculty to shape and create new programs. We do not want this to be a confrontational experience; it may be uncomfortable, but discussions must continue. This work is program review, not a faculty removal process.

APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Regent Balducci and seconded by Regent Porth, the October 20, 2022 Regular Meeting minutes were approved after a unanimous voice vote.

CONSENT AGENDA

On a motion by Regent Balducci, seconded by Regent Bloom, the Consent Agenda was unanimously adopted.

Academic Programs

Appointment Recommendation - Central CT State University

- i. American Savings Foundation Endowed Chair of Banking and Finance

Board Affairs

Board of Regents 2023 Calendar of Meetings

RESOLUTIONS APPROVED ON CONSENT

Academic Programs - Appointment Recommendation

- i. **WHEREAS**, Central Connecticut State University is seeking to fill the American Savings Foundation Endowed Chair of Banking and Finance, and
WHEREAS, this endowed chair is to be filled by a person with a distinguished record of service in the fields of banking and finance, and
WHEREAS, Mr. Martin Gietz has decades of experience at the executive level in the banking industry with multiple banking institutions, including FleetBoston, CIGNA Bank and Trust Company, FSB, and SBT Bancorp, Inc., and received the Lifetime Achievement Award from the Hartford Business Journal and was named to the Business Hall of Fame by Junior Achievement of Southwest New England, and
WHEREAS, Mr. Martin Gietz holds a Master's in Business Administration from Cornell University, and completed his Series 7 license and his teaching experience includes offering programs in financial literacy and real estate development, as well as teaching Bank Management as a non-tenure track Assistant Professor at Central Connecticut State University, and
WHEREAS, the President of Central Connecticut State University, Dr. Zulma Toro, has endorsed the recommendation to appoint Mr. Martin Gietz to this position, be it
RESOLVED: that the Board of Regents for Higher Education of the Connecticut State Colleges and Universities System designates Mr. Martin Gietz to fill the American Savings Foundation Endowed Chair of Banking and Finance at Central Connecticut State University for a period of two years, renewable yearly afterwards at Central Connecticut State University's discretion.

Adoption of 2023 Board of Regents Meeting Schedule (See Attachment D)

ACADEMIC & STUDENT AFFAIRS COMMITTEE - Committee Chair Bloom

The Academic & Student Affairs Committee met on December 2. The Committee (while meeting jointly with the HR Committee) received an update on the 2021 Sexual Misconduct Report. The committee also considered the appointment of the Endowed Chair of Banking and Finance at Central which was just approved on the Consent Agenda.

The Committee considered a resolution for the adoption of an updated Strategic Vision for Connecticut State Colleges and Universities. The new strategic vision document serves as an update to the 2012 vision. There is no change to the CSCU mission statement or to any mission statement for the CSUs, Charter Oak, or CT State which reinforces the distinctiveness of each of the CSCU institutions. The vision and key areas of focus provides goals and aspirations to guide the specific mission statements and strategic plans of the six institutions which, in turn, are developed with the governance process at each institution. Four key areas of focus are:

- student success
- innovation and economic growth
- affordability and sustainability, and
- systemness

These four are built on CSCU's history of access, diversity, and excellence, accomplished over the years by offering affordable and rigorous programs for CSCU students. The resolution places greater emphasis on equity, social justice, and commitment to civic responsibility as it has been integrated into the goals of each area. The newest goal of "systemness" is an effort to promote unity, seamless pathways, and the removal of barriers for students seeking to achieve their educational goals.

Regent Bloom moved the item forward as a motion to approve. Regent Balducci seconded the motion.

Discussion followed.

Regent McCarthy reiterated that the missions of the separate institutions have not changed. The strategic vision is founded on the mission statement of each constituent unit and sets out the broad general principles to guide CSCU in the future. He also noted that the committee strived to condense the vision into a short, concise statement and that the hard work will be to take the vision and apply it at each institution.

Professor Blitz provided one comment and two recommendations. The full text of his remarks is included as Attachment E. Regent Bloom quoted a New York times article in which the Chair of the University of California system stated that “in the end, we are a system, not an individual campus... never has a decision made by one campus had such an impact on another campus within our system.” He referenced the article to focus on two considerations - impact of actions made by one campus may have on others and “systemness” will make it easier and more flexible for students.

President Cheng noted that his definition of systemness includes respect for the institution Presidents and their Senates and believes that each institution should have its own identity and bring unique values to their local ecosystems and to every part of the state. That will be the goal for his office and all CSCU leadership.

Action Item: Adoption of Strategic Vision for Connecticut State Colleges and Universities

WHEREAS, the major components of the current CSCU Strategic Vision were established in 2012 and 2013 and need to be revised after 10 years of operating as a system; and

WHEREAS, the proposed, updated CSCU Vision Statement creates an aspirational statement for the future and aligns CSCU’s purpose with its updated goals and key areas of focus; and

WHEREAS, the proposed CSCU Strategic Vision has been developed through extensive review of other system statements and in collaboration with the six institution Presidents and executive leadership across the CSCU System; and

WHEREAS, it has been determined that the CSCU Mission Statement and each of the distinct mission statements of the Connecticut State Universities, Charter Oak State College and Connecticut State Community College continue to appropriately reflect their missions and remain unchanged; now therefore, be it

RESOLVED, that the Board of Regents for Higher Education adopts the Strategic Vision for Connecticut State Colleges and Universities.

The motion carried by a unanimous voice vote.

AUDIT COMMITTEE - Committee Chair Wright

The Audit Committee met on December 14, 2022. Management provided an update on the Auditors of Public Accounts audits. The APA are currently performing the Statewide Single Audit and will begin audits of the System for fiscal year 2021 and 2022 in the coming months.

Management noted that the transition of the Banner Financial System for the Connecticut State Community College merger has been ongoing and did not cause any delays on the fiscal year 2022 close.

Management discussed:

- the financial close process and audit fieldwork, noting that the auditors were happy with the preparedness and timeliness of deliverables.
- the new GASB 87 standard that was implemented for fiscal year 2022 and requires all leases that meet certain criteria to be recorded on the balance sheet.

The System's Foundation financial statements were also finalized and received unmodified, clean opinions.

Grant Thornton presented the audit reports and required communications for Connecticut Community Colleges, Connecticut State Universities, and Charter Oak State College for the year ended June 30, 2022. All three audit reports resulted in clean, unmodified opinions. There were no audit adjustments and no material weaknesses or control deficiencies identified.

CohnReznick then presented the CSCU 2020 Construction audit. The audit report presented was a clean, unmodified opinion and there were no audit issues encountered during fieldwork.

The exceptional results of this year's audit reports are due to a refinement of the closing process over the past few years and the collaboration of the System Office and the Colleges and Universities accounting teams.

Committee Chair Wright recognized the exceptional efforts of:

- The CSCU Controller: Melinda Cruanes
- The Controllers at the Universities and Charter Oak: Loren Loomis-Hubbell, Shirley Audet, Peter Rosa, Julie DeFalco, and Steve Hurlburt
- The Directors of Accounting for financial reporting at System Office: John Boutell and Nancy Covey
- and the rest of the accounting teams at System Office and the Universities

No other matters were discussed.

FINANCE & INFRASTRUCTURE COMMITTEE - Committee Chair Balducci

No report.

HUMAN RESOURCES & ADMINISTRATION COMMITTEE - Committee Chair Howery

No report.

EXECUTIVE COMMITTEE - Chair Ryan

No report.

ADJOURNMENT

Chair Ryan asked for a motion to adjourn the meeting. The motion was made by Regent Balducci and seconded by Regent Stewart. The meeting was unanimously adjourned at 11:45 a.m.

Submitted,

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

Attachments
Board of Regents Meeting
December 15, 2022

Attachment A - Institutional Update - Capital Community College

Attachment B - Public Comment Participants

Attachment C - Response from General Counsel concerning Seth Freeman's Comments

Attachment D - 2023 Board of Regents Calendar of Meetings

Attachment E - Comments from David Blitz concerning the CSU Strategic Vision



Capital Community College

DestinationCapital

Board of Regents Presentation

December 15, 2022

Dr. G. Duncan Harris, CEO

Capital Student Profile

Fall 2022 (2402 Headcount/1348 FTE)

Female	72%
Part-time	74.8%
Black or African-American	37%
Hartford Resident	32.6%
First Generation	54%
Financial Aid Recipient	64%



Partnerships

"I can do things you cannot, you can do things I cannot; together we can do great things."
Mother Teresa



The Travelers Edge Program

Eversource Lineworker Program

Whitcraft Aerospace

Hartford HealthCare, Trinity Health, and
Children's Medical

The City of Hartford

Liberal Arts Action Lab w/ Trinity College



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Apprentice Program

Work at
the heart
of change

Join us, let's
do incredible
things.



Interested in jump-starting your tech career? Our yearlong paid apprenticeship provides hands-on training, client-facing work, and mentorship with the opportunity for permanent employment after the apprenticeship.

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Info Session

Accenture Apprenticeship Information Session

Meet Us On

October 26th -12:00 -1:00pm/
5:30 - 6:30pm EST

Virtual on MS Teams

Join the 12:00pm session: [Information Session Event Noon Link](#)

Join the 5:30pm session: [Information Session Event Afternoon Link](#)

Apply: [Entry Level Apprenticeship - NAELFY23 \(accenture.com\)](#)



Kyon Davis – Selected
for the 1st Cohort
(1/2023)

CT STATE
COMMUNITY COLLEGE



CAPITAL
COMMUNITY COLLEGE

Hartford Heritage Project

“The City is Our Campus”

Place Based Learning (Since 2011)

- Hartford Stage
- The Mark Twain House
- The Old State House
- The Wadsworth Athenaeum

Black History Project (NEH Grant)

- Pennington Lecture Series (Jelani Cobb, 2023)
- Talcott Street Church Exhibit (September 2022)
- Curriculum development



The Rev. James W.C. Pennington Lecture

featuring Dr. Jelani Cobb, Columbia University, New Yorker staff writer

An annual lecture on race & the power of the arts and humanities

Thursday, February 9

5 pm: Reception

6 pm: Lecture

Free admission. Space is limited.

Wadsworth Athenaeum 600
Main Street Hartford, CT 06103



In partnership with



CT STATE
COMMUNITY COLLEGE

CAPITAL
COMMUNITY COLLEGE

Hispanic Serving Institution

“You are not lucky to be here. The world needs your perspective. They are lucky to have you.”
Antonio Tijerino

Title V Grant – Cultivating All-Inclusive Student Achievement (CASA)
Pathways - 5 Year \$3m Grant

CCC "Herencia Latina"- the Latino Heritage Project

Latino student, faculty, staff survey and focus groups

Faculty, Staff, and Administrative Representation



Mentoring Programs & Bridge to Morehouse

“A mentor is someone who allows you to see the hope inside yourself.”
Oprah Winfrey

Brother 2 Brother and Sister 2 Sister Programs

IDS 105 Courses

Bridge to Morehouse Transfer Program

Capital Community College
Bridge to Morehouse Program

Now recruiting for the
Fall 2022 semester!
For more information contact
Randall Ward, rward@capitalcc.edu.

Presented by
Brother 2 Brother

capitalcc.edu/morehouse #DestinationCapital



Capital Equity Center

“Equity everywhere is worth fighting for.”
John Fetterman



Hartford Foundation for Public Giving 3-Year Grant
Full Time Director

Community Partnerships

- YWCA
- Sun Scholars

Single Stop Entitlement Search Software

Navigator & Wellness Counselor

Holistic Supports Including:

- Rapid Housing Program
- Food Pantry
- Micro grants



CT STATE
COMMUNITY COLLEGE

 **CAPITAL**
COMMUNITY COLLEGE

Let's Hear From an Expert

Joy Lee

Why I chose Capital?

My experience the past two years.

Do I feel Capital is preparing me to be successful in the future?



“We are each other’s harvest; we are each other’s business; we are each other’s magnitude and bond.”

Gwendolyn Brooks

December 15, 2022

Requests for Public Comment

<u>Students</u>	<u>Faculty/Public</u>
Timothy Dickinson Student Asnuntuck Lack of communication and negligence by the administration to solve problems with student email account	Cynthia Stretch (in person) English Department SCSU Strategic Vision
	Camile Solbrig (in person) Chemistry Department SCSU Strategic Vision
	Louise Williams CSU-AAUP Vice President Introduction and what is happening at the state universities
	Carina Bandhauer Chair, Dept of Social Sciences WCSU Outcome of proposed social science discontinuations and how the CSUs and the BOR can work together constructively
	Elizabeth Cowles Biology Professor and Chair ECSU Faculty morale
	Manoj Misra Associate Professor of Sociology WCSU Discontinuation of social science majors at WCSU
	Elle Van Dermark Professor, History & Political Science Asnuntuck Safety issues at Asnuntuck
	Seth Freeman President, 4Cs Written Comments - https://www.ct.edu/regents/meetings-info/bor_dec_15_2022 Verbal Comments - https://www.youtube.com/watch?v=MFeYurMexiQ (1:10:01) Attachment C – General Counsel’s Response to Verbal Comments

Attachment C

Response to Public Comment made by Seth Freeman, President, 4Cs
December 15, 2022

RE: False accusations of withholding worker pay

During the Public Comment portion of the Board of Regents meeting on December 15, 2022, Seth Freeman, President, Congress of Connecticut Community Colleges (4Cs) accused the Board of Regents of preparing to commit an illegal action by suggesting that the Board was going to withhold the pay of bargaining unit members over winter break.

To support this accusation Professor Freeman referred to an email that was sent to full-time faculty as a reminder of the requirement to complete timesheets for winter break. The email reminds employees that it is their responsibility to ensure that timesheets are submitted timely and accurately so that supervisors may approve them. A copy of the email follows this memo.

This email in no way lends itself to the conclusion that the Board was threatening or trying to withhold the pay of faculty members.

Ernestine Yuille Weaver, Esq.
CSCU General Counsel

From: [Mazza, Diane](#)
To: [Pritchard, Alice M](#); [Delloiacono, Dean](#)
Subject: FW: NOTICE REGARDING FACULTY TIMESHEETS FOR WINTER BREAK
Date: Friday, December 16, 2022 9:43:41 AM

Alice, here is the email. Thanks.

From: CSCU-PayrollSSO <CSCU-PayrollSSO@commnet.edu>
Sent: Wednesday, December 14, 2022 1:43 PM
Subject: NOTICE REGARDING FACULTY TIMESHEETS FOR WINTER BREAK

Hello!

****This message is for full-time faculty who are required to submit timesheets each pay cycle. If you are adjunct faculty teaching over the winter break, this message does not apply to you.****

As winter break approaches, Payroll would like to remind faculty members that timesheets must be submitted and approved even during the break period. You may submit timesheets ahead of the pay period date, which is highly recommended. Before you leave for Winter Break, please log into CoreCT and submit your timesheets with the Time Reporting Code of REG for weekdays between 12/16/22 – 1/12/23. This will ensure your timesheet is submitted and available for approval by your supervisor.

It is the employee's responsibility to ensure their timesheets are submitted timely and accurately. Timesheets which are not submitted by the employee will not be available for approval and thus **will not** be paid over winter break.

NOTE: Department Chair and Program Coordinator pay for the Fall Semester will be in check dated 1/13/23. This aligns the payment dates with the pay cycle in which classes end and grades are due (Pay Period 12/16/22 – 12/29/22).

Please reach out to Payroll at CSCU-PayrollSSO@commnet.edu if you have any questions.

Thank you! May you have a restful and healthy winter break.



Board of Regents for Higher Education

2023 Meeting Schedule

Student Advisory Committee 10 am Fridays	Faculty Advisory Committee 1 pm Fridays	Academic and Student Affairs 9:30 am Fridays	Audit 10 am Tuesdays	HR & Administration 9:30 am Wednesdays	Finance & Infrastructure 10:30 am Wednesdays	Executive Committee 10 am Thursdays	Board of Regents 10 am Thursdays
	January 27						
February 10	February 10	February 3			February 8		February 16
March 10 (with BOR)	March 10	March 10		March 15	March 15	March 10 (with SAC)	March 23
April 22	April 14	April 6 (Thursday)					
	May 12	May 5	May 9		May 10		May 18
	June 16 (joint w/ BOR)	June 2			June 21	June 8	June 16 (w/FAC) June 29
	July 14						
	August 18					August 24	
	September 15	September 8		September 13	September 13		September 21
October 13	October 13	October 6 (joint w/HR)		October 6 (joint w/ASA)	October 11		October 19
	November 17 (joint w/BOR)						
November 30 Thursday (with BOR)	December 8	December 1	December 19	December 6	December 6	November 30 (with SAC)	December 14

Attachment E – Comments from David Blitz

I have a comment on the Vision statement which I note is more detailed and specific than the previous one, a definite improvement. The problem I have is with Goal 4 “Systemness”. I note that the term does not appear in either the online Oxford English Dictionary or the Merriam-Webster, and is associated with just a few usages – by past SUNY Chancellor Nancy Zimpher in the early 2010s, occasionally by health care providers, notably Kaiser Permanente, and by NASH, the National Association of System Heads. The definition given in Wikipedia is in error, as it describes systemness in terms normally used for the otherwise well defined concept of emergence. But there may be some value to a CSCU definition, and we know that new words are regularly coined – witness Stephen Colbert’s success with truthiness.

That said, I consider it important in using the term that we distinguish between two distinct types of systems, or “systemness” if you will – the unitary system and the system of systems. The former has component parts that are necessarily subordinate to the whole and dependent upon it, while the latter has constituent units which are themselves systems that can function autonomously, but which benefit from coordination in a larger complex. The difference is that between an airplane, a unitary system none of whose parts can function on their own, and an airport, a system of systems of not just airplanes but food and baggage systems, traffic control and security systems, to mention just a few.

It strikes me as important to know how our CSCU system considers what as of July 1, 2023 will be its two colleges (CSCC and COSC) and four universities - will they be reduced to the status of component parts, centrally administered with limited autonomy, or will they be considered as constituent units, the sites of self-governmen and local initiatives, subject to mutually agreed upon coordination, including services from the two central offices in Hartford and soon to be New Britain?

The Staff analysis accompanying the Resolution before you mentions “six constituent units” (p. 75) which I consider as the appropriate terminology though lacking further reference to system of systems. However, the text preceding the CSCU Vision statement lists for reference only three vision statements other than the previous CSCU one, including a vision statement for the CSU university system, but without those of its four constituent universities. I know of at least one such vision statement– for my university CCSU, which is readily available online; others no doubt also exist. For the record, the CCSU vision statement, which no doubt will. Be updated, is: “A modern public regional university in ambitious pursuit of knowledge, bold ideas, and innovative partnerships that advance social mobility and drive economic, cultural, and intellectual vitality in the communities we serve.

I note that the terminology I use is consistent with section 185 of state statutes creating CSUS, indicating that it will “include (A).the state universities, which shall be known collectively as the Connecticut State University System, (B) the regional community-technical colleges, which shall be known collectively as the regional community-technical college system, and (C) Charter Oak State College.” And it concludes: “Constituent units” as used in the general statutes means those units in subdivisions ... of this section.”

I suggest two improvements to the Vision statement in its current or next iteration:

1/ Include references to the CSCU as a system of systems in order to fully underline the autonomy and integrity of its soon to be 6 constituent units.

2/ Include references to the vision statements of the four state universities to underline their continued autonomy and integrity as systems in their own right.

That way I think we can develop a common vocabulary for a better system narrative, avoiding both over-centralization and de-localization. I note recent progress by the current leadership in that direction.