

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF REGULAR MEETING
THURSDAY, SEPTEMBER 22, 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 - virtually
Felice Gray-Kemp	Y - virtually
Holly Howery	N
Juanita James	Y - virtually
James McCarthy	Y - in person
Richard Porth	Y - in person
Ari Santiago	N
Elease E. Wright	Y - virtually
*David Blitz, FAC Chair	Y - in person
*Colena Sesanker, FAC Vice Chair	Y - in person
*Dante Bartolomeo, Labor Commissioner	N
*Dr. Manisha Juthani, Public Health Commissioner	N
*David Lehman, DECD Commissioner	N
*Charlene Russell-Tucker, Education Commissioner	Y - virtually
*Kelli-Marie Vallieres, Chief Workforce Officer	N
<i>*ex-officio, non-voting member</i>	

CSCU STAFF:

Terrence Cheng, CSCU System President
 Dr. Alice Pritchard, Chief of Staff/Chief Strategy Officer
 Dr. Rai Kathuria, Provost & SVP of Academic and Student Affairs
 Dr. Paul Beran, Interim President, Western CT State University
 Dr. Joe Bertolino, President, Southern CT State University
 Ed Klonoski, President, Charter Oak State College
 Dr. John Maduko, President, CT State Community College
 Dr. Zulma Toro, President, Central CT State University
 Ernestine Y. Weaver, CSCU System Counsel
 Dr. Mike Rooke, Campus CEO, Northwestern CT Community College
 Dr. Kim Sorrentino, CT State Director of Regional & Specialized Accreditation
 Ann Harrison, CT State Chief of Staff, AVP of Communications & Strategic Marketing
 Paul Steinmetz, Special Assistant to the President, WCSU
 Pam Heleen, Asst. Secretary of the Board of Regents (recorder)

CALL TO ORDER

Chair Ryan called the meeting to order at 10:06 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 Wright, and adopted by unanimous voice vote.

CHAIR RYAN'S REMARKS

- Chair Ryan welcomed everyone to the first Board meeting of the 2022 Fall semester and noted that the Board has begun to meet in person with some of our Regents joining virtually. She also stated that this fall and spring, the Board will have both hybrid meetings (hosted at System Office and on campuses) and fully virtual meetings.
- She has also visited campuses and hosted events and shared her excitement about the work going on at CSU:
 - President Cheng's address to the NW CT Chamber Legislative Breakfast hosted at Northwestern CT Community College
 - Dr. Paul Beran's Welcome Event at Western Connecticut State UniversityChair Ryan noted that President Cheng has been well received by all constituent groups as he has made his way around the State and how fortunate CSU is to have him as our leader.

ELECTION OF VICE CHAIR OF THE BOARD OF REGENTS

With the conclusion of Matt Fleury's tenure on the Board of Regents in June, the Governor appointed JoAnn Ryan as Chair of the Board. This left the position of Vice Chair open. Dr. Jim McCarthy has expressed his willingness to serve as Vice Chair of the Board of Regents, if called.

Though Dr. McCarthy has only been a member of this board since June, he brings with him an academic career that spans 45 years in teaching, conducting research, and publishing on topics related to demography and public health. He is already making an impact on the Board's Academic & Student Affairs Committee.

Chair Ryan formally nominate Regent McCarthy to serve as Vice Chair. Regent Balducci seconded the nomination. There were no nominations from the floor.

Regent Porth thanked Dr. McCarthy for his leadership and willingness to serve. Chair Ryan noted that she was looking forward to having Dr. McCarthy as Vice Chair.

The Board unanimously elected Dr. Jim McCarthy to serve as Vice Chair of the Board of Regents effective immediately for a term of three years.

PRESIDENT CHENG'S REMARKS

- President Cheng recognized that this is Hispanic Heritage Month. CSU is proud to have a population of students that grows more diverse every year. The percentage of students who identify as Hispanic or Latino at CSU continues to increase from 14 percent in 2010, to 24 percent in 2021. As campuses become more diverse, they also grow stronger. Diversity, equity, and inclusion is a top priority of CSU, the Board of Regents for Higher Education, and each of our institutions, remaining steadfast in the commitment to foster an environment that is supportive, welcoming, and inclusive to all, while making strides towards a workforce that is reflective of the state and the student body we serve.

- He reported on the successful fall re-opening. COVID is still with us, but it has been managed well by teams on each campus. This has allowed for the return to pre-pandemic normalcy which was hard to grasp not too long ago. President Cheng thanked everyone and noted that we continue to take the virus seriously and have tools in place to respond quickly and effectively if need be. Vaccine clinics will be held on all campuses throughout the semester. He encouraged everyone to receive the new 3rd booster.
- CSCU has been a lead partner in major state-wide initiatives like CT Health Horizons which provides \$35 million to bolster healthcare students and programs across Connecticut. We are involved in the Tech Talent Accelerator that will sharpen and create new tech credentials tying our work in higher ed to the needs of industry. CSCU is poised to receive millions of dollars through the state's CareerConnect program to prepare thousands of students for careers in manufacturing, IT, green energy, and healthcare.
- CSCU has received great support from elected officials recently, with visits from U.S. Secretary of Labor Marty Walsh and Congressman Joe Courtney as well as a press event with Congressman John Larson celebrating the Wallet Hub #1 ranking of the community colleges, engagement with U.S. Secretary of Education Miguel Cardona, funding support through the efforts of Senator Richard Blumenthal and Congressman Himes, and Governor Lamont and legislators who champion CSCU's work across the state.
- CSCU has been recognized for our fine work, as new centers and academic programs are launched, communities are supported, and CSCU's rankings and profile increase regionally and nationally. As progress is made, CSCU will publicize new initiatives so all will understand the work our faculty, staff, and students are doing, and the value CSCU institutions bring to every corner of the state.
- President Cheng reported that the unification of our 12 community college campuses is moving along very well, and he is grateful to Dr. Maduko and his leadership team, and all the faculty, staff, and administrators across our system who have helped to move the process forward.
- President Cheng noted that CSCU is the primary engine of social mobility and economic impact for the state. By providing onramps and offramps to education for all of Connecticut's people, CSCU ensures that CSCU students come from Connecticut, are educated and trained in Connecticut, and stay to live and work in Connecticut. We are immensely proud of the achievements of our students and faculty, and the deep commitment and hard work of our administrators and staff.
- CSCU faces challenges every day. There are budget concerns. Enrollment drops, unfunded pension liability, and contractual obligations are real. CSCU institutions and our system will not cut our way out of these budget concerns. CSCU needs more state and extramural support to strengthen and sharpen the academic enterprise and address the infrastructure needs across the system. Leadership is in constant communication with legislators and the governor's office to try to generate support.

- CSCU must take responsibility for what we can control and work together to create solutions for the long term. Working with the presidents, President Cheng has asked them to lead their institutions boldly and intentionally to evolve, to gain efficiencies, and develop new ways of doing business that are more synergized and attuned to what CSCU students need to be successful - to strengthen academic programming and develop new programs that will serve our students and our communities. President Cheng has encouraged them to develop new enrollment tactics and strategies - to be the primary co-authors of our plans so that we work together in a unified effort to achieve system goals for a successful and sustainable future.
- President Cheng recognized Seth Freeman, President of the 4Cs, and his team for the progress we have made on many issues. We continue to find ways to work together to solve problems and create solutions. He also thanked Professors David Blitz and Colena Sesanker, ex-officio members of our board and representatives of the Faculty Advisory Committee for their engagement and partnership as we continue to find ways to collaborate.
- President Cheng welcomed the newest regents, Dr. Jim McCarthy, and Juanita James and the newest CSCU leaders, President Maduko of CT State; System Provost Rai Kathuria; Interim President for WCSU, Dr. Paul Beran; and VP for DEI for CT State, Dr. John-Paul Chaisson-Cardenas. All are dynamic leaders who keenly understand CSCU's strengths and challenges, are deeply committed to CSCU mission, vision, and values, and bring incredible bodies of work and life-experience to our system.

INSTITUTIONAL UPDATE - CT STATE - DR. JOHN MADUKO

Dr. Maduko shared a presentation, CT State Accreditation Progress highlighting the report recently sent to the accrediting body, New England Commission on Higher Education which outlines the progress to date on tasks required to meet standards for accreditation and expectations for the additional two reports due by June 2023 (Attachment A).

- He thanked Dr. Michael Rooke and Dr. Kim Sorrentino for spearheading the efforts in reporting, data collection and working with various stakeholders.
- He also recognized Steve McDowell for his work in the transition of Title IV funds and consolidating the financial aid process, as well as Michael Buccilli for leading the efforts in relation to the Guided Pathway Advisors.
- Dr. Maduko acknowledged Dr. Miah LaPierre-Dreger, interim provost and her team for their work on the alignment of college math and English courses (ACME).
- He cited the work with Ben Barnes and the System Office on the impact of faculty and staff retirements.

President Cheng thanked Dr. Maduko for the presentation and recognized the following members who had comments and questions:

- Regent Balducci asked what was going to be done to alleviate the burden we are putting on the faculty and staff when students arrive on campus without the fundamental skills of math and English. Dr. Maduko stated that he is not a proponent of a deficit mindset. We need to meet the students where they are. He encourages faculty and CT State leadership to develop strategies and a rollout for the ACME co-requisite model, as well as to the constant commitment to assessing students in a way that still respects who they are. He is committed to doing what is necessary while being data-informed.

- Professor Blitz read comments from the FAC concerning the characterization of the FAC's response to the strategic planning process as presented in the September 1 Report to NECHE and the draft Strategic Plan included in that Report (Attachment B). President Cheng thanked Professor Blitz for his engagement. Dr. Maduko stated that the luxury we have is that the document is a draft. If the document contains errors, they can be corrected to accurately reflect who has been involved. There is still time to gather input. Dr. Rooke added that the strategic planning process has had an open invitation to anyone who has wanted to participate in the process. Membership in all CT State working groups is listed in the Appendix of the Substantive Change document. He noted that during both meetings between the FAC and the chairs of the strategic planning work group, an invitation to participate in the process was offered. To his knowledge, the FAC has chosen not to participate.
- Regent James provided follow-up remarks to Regent Balducci's commentary about the burden placed on faculty to manage the lack of preparedness of incoming students. She suggests that we explore partnering with community groups/organizations/institutions to help alleviate some of the burden. She mentioned that in Fairfield County, the philanthropic and no-profit communities have established some very effective pilots working with the local community college systems to help address the additional support needs.
- Commissioner Russell-Tucker added that the collaboration and coordination of the K12 system with higher education is very important. The goal of the K12 system is to make sure that students graduate ready for the next steps in their education. To the extent that the K12 system is not achieving that at the highest levels, it is not about simply moving them along, but everyone working together to provide as much support as possible. The Commissioner referenced a performance-based data portal which includes the College Entrance and Persistence Rates and Trends. M. Rooke noted that he has seen considerable improvement in the readiness of students coming to the community colleges. ACME will go even further in supporting students where they are by providing co-requisite support. The support courses are being developed right now for pilot during the next few semesters.
- President Cheng provided comments about the importance of the partnership with Commissioner Russell-Tucker and the shared commitment to the students entering higher education.

OPPORTUNITY TO ADDRESS THE BOR

<u>Faculty/Public</u>
Brendan Cunningham Economics Professor ECSU
Rotua Lumbantobing (copy provided as Attachment C) Economics Professor WCSU
John O'Connor Sociology Professor CCSU
Wynn Gadkar-Wilcox History Professor WCSU
Seth Freeman 4Cs President

President Cheng thanked all who provided public comment. The engagement and dialogue provide opportunity to build collaboration. He encouraged all speakers to work with and through their Senates and institutional mechanisms and leadership teams to get through the work together.

In response to speakers from the university, WCSU Interim President Paul Beran noted that 6 reports from work groups were presented to him and Western's administration during the summer. Conversations will continue as the information is reviewed and analyzed at a deeper level so that decisions can be made. Reorganization and opportunity will be created; the institution will be right-sized in certain places. Graduation and retention rates are not adequate; student-centered initiatives need to be developed to specifically address these two issues.

APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Regent Balducci and seconded by Regent Porth, the June 23, 2022 Regular Meeting minutes were approved after a unanimous voice vote.

CONSENT AGENDA

On a motion by Regent Balducci, seconded by Regent Porth, the Consent Agenda with clarification (as requested by Professor Blitz) was unanimously adopted.

Professor Blitz requested that the versions of the "SUSPENSION OF COVID-19 IMMUNIZATION REQUIREMENTS FOR STUDENTS" resolution be clearly noted as to their date, status, and/or resolution number. Assistant Secretary Heleen noted his request and made all necessary notations.

Academic Programs

Discontinuations

- i. Early Childhood Teaching Credential - Eastern CT State University - **Correction**
- ii. Web Technology - Certificate - Manchester Community College

Continued Accreditation of a Program

- i. Massage Therapy - AS - Asnuntuck Community College

State University Centers and Institutes

- i. Continuation and Name Change of a Center/Institute
- Center for Public Policy and Social Research - Central CT State University

Community College Emeritus

- i. Tunxis Community College

Promotions and Tenures - CSCU

- i. Central CT State University

Executive Committee Items

- i. Suspension of COVID-19 Immunization Requirements for Students
- ii. Amendments to Board Bylaws and Human Resources Committee Charter
- iii. Procedures for Public Participation at Board of Regents Meetings
- iv. Delegation of Authority for Awarding Community College Emeritus Status

Finance Items

- i. CSCU FY2023- FY2025 Biennium Baseline Operating and Capital Budget
- ii. Use of University Residence Halls by Persons Other than Students
- iii. Acceptance of Gifts - Tunxis Community College Advanced Manufacturing Program

RESOLUTIONS APPROVED ON CONSENT

Academic Programs - Discontinuations

- i. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program, Early Childhood Teaching Credential, (CIP Code: 13.1210 / OHE# 01382), at Eastern Connecticut State University, effective May 2022.
- ii. RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program, Web Technology (CIP Code: 11.0801 / OHE: 015604), leading to a Certificate at Manchester Community College, effective September 2022.

Academic Programs - Continued Accreditation of a Program

- i. RESOLVED: That the Board of Regents for Higher Education grant continued accreditation of a program, Massage Therapy (CIP Code: 51.3501 OHE # 00019514), leading to an Associate of Science at Asnuntuck Community College, through Fall 2024, at which time the BOR will consider an application for continued accreditation.

Academic Programs - State University Centers and Institutes

Continuation and Name Change of a Center/Institute

- i. RESOLVED: That the Board of Regents for Higher Education approve continuation and name change of the Center for Public Policy and Social Research to the Center for Community Engagement and Social Research until September 31, 2029.

Approval of Connecticut State Community College's Emeritus Recommendations

- i. RESOLVED: That the Board of Regents for Higher Education approve the 2022 emeritus recommendations from the Chief Executive Officer at Tunxis Community College.

Promotions and Tenures

RESOLVED: That the Board of Regents for Higher Education approve the promotion recommended by President Zulma Toro of Central Connecticut State University.

Executive Committee Items

- i. Suspension of COVID-19 Immunization Requirements for Students (as amended 8-10-2022)

WHEREAS, all of the Governor's Executive Orders related to the Public Health Emergency declaration beginning March 10, 2020 were lifted by the Connecticut General Assembly; and WHEREAS, the Connecticut General Assembly, enacted Special Act 22-1 to address the orderly removal of COVID-19 safety protocols such as masking, social distancing, mandatory vaccination of State employees and other COVID-19 related measures by no later than June 30, 2022 for all purposes; and

WHEREAS, as public institutions, the Connecticut State Colleges and Universities have abided by the state's enactment in lessening its COVID-19 related restrictions; and WHEREAS, the above referenced student vaccination policy amendment does not lessen the authorization of the CSCU President to create and promulgate COVID-19 mitigation requirements, for employees, vendors, visitors, and others to ensure the health and safety of everyone who frequents a BOR controlled property; therefore, be it

RESOLVED, the Policy dated June 24, 2021 regarding COVID-19 Immunization Requirements for Students is hereby suspended until further notice.

AND BE IT FURTHER RESOLVED THAT, the BOR restates its charge to the CSCU President to continue exercising this authority, with the input of institutional and campus leaders across CSCU institutions and other state agencies, partners, and resources, to adapt to and evolve with local, regional, and state-wide conditions as related to the virus, in ways that will allow CSCU to enact mitigation strategies with both broad approaches and targeted tactics, to address the needs and circumstances of our students, faculty, and staff on all our campuses.

ii. Amendments to Board Bylaws and Human Resources Committee Charter

WHEREAS, the Bylaws of the Board of Regents have not been updated since September 2015; and

WHEREAS, all references to Public Acts have been removed and replaced by the proper citations in Connecticut General Statute, Chapter 185, Sec. 10a; and

WHEREAS, reference to the BOR President should accurately refer to the CSCU System President; and

WHEREAS, training for newly appointed members of the Board has been legislatively mandated in PA22-16; and

WHEREAS, procedures for providing public comment to the Board of Regents have been developed; and

WHEREAS, the charter for the Human Resources & Administration Committee has been amended, specifically in the "Meetings" section, to be consistent with other committee charters; and

WHEREAS, the Executive Committee of the Board of Regents has reviewed and approved the revised Bylaws at their September 8, 2022 meeting; therefore, be it

RESOLVED, that the Board of Regents for Higher Education ratifies the Board Bylaws dated September 22, 2022.

iii. Procedures for Public Participation at Board of Regents Meetings

WHEREAS, Members of the public - students, faculty, staff, and other individuals - seek access to the Board to present their views on existing or potential Board actions; and WHEREAS, Although the Board is not required to provide for oral public comment, the Regents believe this is an opportunity to receive valuable information, helpful in their deliberations and general understanding of issues confronting the system.

WHEREAS, the bylaws of the Board of Regents have been revised to indicate that public comment must be made in accordance with Board procedures for oral and written presentations to the Board; therefore, be it

RESOLVED, That the attached procedure regarding Public Access to the Board of Regents is hereby adopted effective October 1, 2022.

iv. Delegation of Authority for Awarding Community College Emeritus Status

WHEREAS, The Agreement between the Congress of Connecticut Community Colleges and the Board of Regents of Higher Education ("4Cs Agreement") Article X, specifically Section O, provides for emeritus status to be awarded to professional staff members who have retired in accordance with the provisions of the 4Cs Agreement; and

WHEREAS, The Agreement between the Federation of Technical College Teachers, American Federation of Teachers, Local 1942, AFL-CIO and the Board of Regents of Higher Education

("AFT Agreement") Article XVII, specifically Section 17.5, provides for emeritus status to be awarded to professional staff members who have retired in accordance with the provisions of the AFT Agreement; and

WHEREAS, The Agreement between the Congress of Connecticut Community Colleges, AFSCME, Local 2480, Council 4, and the Board of Regents of Higher Education ("AFSCME Agreement") Article X, specifically Section 3M, provides for emeritus status to be awarded to professional staff members who have retired in accordance with the provisions of the AFT Agreement; and

WHEREAS, The provisions identified above further state that emeritus status is awarded by the Board of Regents upon the recommendation of the President or President of the Connecticut State Colleges and Universities, as appropriate; and

WHEREAS, The Board of Regents delegates this authority and authorizes the chief executive authority of the institution to award emeritus status in satisfaction of the 4Cs Agreement, the AFT Agreement, and the AFSCME Agreement; now therefore, be it

RESOLVED, the chief executive authority of the institution is authorized to award emeritus status to community college employees; and be it further

RESOLVED, that notice of an emeritus designation be sent to the Associate Director of Board Affairs so that recognition can be included in each May BOR meeting.

Finance Items:

- i. CSCU FY2023- FY2025 Biennium Baseline Operating and Capital Budget
WHEREAS, the Board of Regents under its statutory authority reviews and approves the consolidated CSCU Biennium budget submittal to the Secretary of the Office of Policy and Management (OPM); and
WHEREAS, based on instructions from OPM, CSCU projected the FY24/FY25 operating budget based on FY23 revised budget using assumptions for enrollment, tuition and fees, personnel cost and other operating expense; and
WHEREAS, the biennial capital request continues our programs of Code Compliance and Infrastructure Improvements and near-term priorities of the system are focused on modifying and improving use of existing facilities; therefore, be it

RESOLVED, That the Board of Regents does hereby approve the FY24/FY25 Biennium Baseline Operating Fund and Capital Requests as presented.

- ii. Use of University Residence Halls by Persons Other than Students
WHEREAS, the Board of Regents is chiefly concerned about the protection of all members of the university communities, the personal safety of the residents who live on its campuses, and the protection and appropriate use of its facilities and equipment; and
WHEREAS, although the primary residents of university residence halls are students who are actively engaged in a course of study during their period of residency, some employees, as a condition of their employment, are required to live on campus in university-provided housing and other persons may be offered temporary housing arrangements to support the educational mission of the institution; and
WHEREAS, the Board of Regents acknowledges that to attract and retain exceptional employees to live on campus, it must allow their partners/spouses, dependents and pets to live with the housed employee; and
WHEREAS, the Board of Regents recognizes a need to allow guests of the Connecticut State Universities to reside on-campus from time to time in order to support their educational missions; therefore, be it

RESOLVED, that the Board of Regents hereby adopts a Policy regarding Use of University Residence Halls by Persons other than Students and said policy supersedes CSUS BOT Resolution #06-52 Policy Related to Employment University Residence, and be it further

RESOLVED, the CSCU institutions are to incorporate appropriate institutional guidelines and/or establish procedures in conjunction with the System Office to facilitate compliance with this Board policy.

iii. Acceptance of Gifts - Tunxis Community College Advanced Manufacturing Program

WHEREAS, Tunxis Community College is the recipient of a generous donation from Richard and Marion Leonhardt of one TRAK 1630RX Lathe and one TRAKTMC5 milling machine, manufactured by TRAK Machine Tools.

WHEREAS, Mr. Leonhardt is the former President of TRAK Machine Tools; and WHEREAS, this donation supports beneficial Advanced Manufacturing program curriculum while providing college students with learning and career opportunities that they may not normally obtain; now, therefore, be it

RESOLVED that the Board of Regents accepts and acknowledges with appreciation the following TRAK Machine Tools gift from Mr. & Mrs. Leonhardt:

- One (1) TRAK—1630RX Lathe plus accessories of advanced features, buck chuck, coolant pump, work light, limit switch, remote stop/go switch, tooling kit, tailstock, classroom training and equipment delivery
- One (1) TRAK TMC milling machine plus accessories of a converter (Parasolid and DXF files), electronic hand wheel, networking, remote stop/go switch, retention knobs, chip auger, classroom training and equipment delivery
- Total Current Market Value: \$104,382

ACADEMIC & STUDENT AFFAIRS COMMITTEE - Committee Chair Bloom

No report.

AUDIT COMMITTEE - Committee Chair Wright

No report.

FINANCE & INFRASTRUCTURE COMMITTEE - Committee Chair Balducci

Committee Chair Balducci reported that the Finance and Infrastructure Committee met on September 14 to act on several items including an updated policy regarding use of residence halls, a gift of some machining equipment, and approval of our biennial budget baseline submission to OPM. These matters appear on the consent agenda today.

The Committee meeting also included a discussion regarding a change in the schedule for adopting tuition and fees. The administration will ask the Board to approve tuition and fees for the universities in October, for CT State in December, and for Charter Oak early in 2023, rather than doing them all together in February of March as has been the recent practice.

- The reason for approving university tuition sooner is to assist in student recruitment efforts. Not having final tuition and fee approvals until the spring prevents the universities from making final financial aid awards to students and makes the university less able to compete with institutions that are able to make unconditional offers to prospective students.
- CT State has asked for some additional time but will also seek approval of tuition rates before the new calendar year begins.

- Charter Oak prefers to wait to ensure they have more complete information about competitor tuition rates.

Regents were encouraged to review the biennial budget submittal approved on the Consent Agenda. It lays out the scale of the financial challenges because of reliance on one-time funding during the pandemic and in this current year. In addition, costs continue to increase while enrollment and revenue from tuition, room and board continue to be down. These challenges and the adjustments to all budgets will be ongoing discussion items for the Board.

President Cheng reassured the Board and all constituents that work is ongoing with institution presidents to synthesize as much data as possible and make the appropriate recommended adjustments.

HUMAN RESOURCES & ADMINISTRATION COMMITTEE - Committee Chair Howery

No report.

EXECUTIVE COMMITTEE - Chair Ryan

In addition to the four items that appeared on the Consent Agenda, two items that are included as information items:

- The Freedom of Information Act Public Meetings Guide has been updated and incorporates guidance that has been codified since the pandemic. It will become part of the new Regent Training and will be posted on the website.
- A Regent Mentor Program has been outlined to assist in the onboarding activities for new Regents. Details and structure will be added to the outline over the next several months. Any feedback may be forwarded to Pam Heleen.

EXECUTIVE SESSION

At 11:44 a.m. on a motion by Regent Wright, seconded by Regent Bloom, the Board voted to go into Executive Session for the purpose of discussion concerning the appointment, employment, performance, evaluation, health or dismissal of a public officer or employee. Chair Ryan announced that no votes would be taken in Executive Session and that the meeting will be immediately adjourned following Executive Session. Chair Ryan directed President Cheng and Dr. Pritchard to remain with the Board in Executive Session.

ADJOURNMENT

The meeting adjourned at 12:16 p.m.

Submitted,

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

Board of Regents

CT State Accreditation Progress

Completed to Date

- Aligned curriculum for all CT State degrees and certificates
- Formal transition of Title IV funds from 12 colleges to CT State has started
- All Guided Pathways Advisors have all been hired/transitioned and on-boarded across all 12 campuses
- September 2022 Progress Report

Ongoing

- Building the CT State Governance structure
- Alignment of College English and Mathematics courses
- An Initial Strategic Plan for CT State is under review
- Updated Enrollment Projections
- Impact on the retirements of faculty & staff and their replacements

Progress Reports

- September 1, 2022 – Includes Completed to Date
- February 10, 2023 – Underway
- June 1, 2023 – Final Report Due
- July 1, 2023 – Officially Become One College

Feb. 2023 Report Deliverables

- Governance elections have taken place
- Strategic Plan has been adopted
- All existing legal agreements for the 12 campuses are being transitioned to CT State as the legal entity
- CT State catalog and website are published
- Students are being accepted into CT State for Fall 2023
- Title IV funding will be available for AY2023-2024

June 2023 Report Deliverables

- Identify measures for all KPIs tied to priorities within the Strategic Plan
- CT State budget has been developed
- Governance Structure is operational
- All specialized accredited programs have transitioned to CT State
- All external agreements have been transitioned to CT State
- Assessment of the Guided Pathways model is underway

CT State Comprehensive Site Visit

- First comprehensive site visit as an accredited institution will be in Fall 2025
- 2-Year Self-Study Process will begin in Fall 2023
- Self Study to be complete by August 2025

NECHE's Next Steps

- The Commission will send a letter after its September meeting
- Will request further updates on any outstanding items to be included in our February 2023 report
- Each progress report will focus on what has been completed and what will take more time

Stabilize
Build
Thrive

CT STATE
COMMUNITY COLLEGE

From: [Blitz, David \(Philosophy\)](#)
To: [Heleen, Pamela](#)
Cc: [Colena Sesanker](#)
Subject: For inclusion in Minutes of BOR Sept. 22 meeting
Date: Friday, September 23, 2022 1:06:55 PM

The following were my comments on the CSCC “Draft Strategic Plan” which I request be included in the minutes of the Sept. 22 BOR meeting:

“The FAC at its meeting of July 15th discussed the “CT State Community College Draft Strategic Plan through Academic Years 2023-2025”, which I had obtained and previously circulated to members of the FAC. I sent the statement which follows by email on July 21, 2022 to the relevant system officers, but I note that the introductory letter to the draft strategic plan is reproduced without the requested corrections. It appears on p. 28 of the “Progress Report to NECHE” dated Sept. 1, 2022 and linked to item 6, “Institutional Updates” on today’s agenda.

While I realize that the document is marked “Draft (for Review and Feedback)”, it contains serious errors reflective of the kind of problems faculty and staff have faced in the “Students First” process, at least as it has proceeded to date. I will focus on just the cover letter as this is indicative of the flawed process that underlies the document as a whole, and renders it of no value for its intended purpose. On p.1 the draft states the following about the CT State Executive Strategic Planning Council that prepared the draft:

“The inclusiveness of this process cannot be overstated or underestimated. More than 50 people have served on the Council, and membership consisted of faculty, staff, and administrators, with representatives from all the campuses and CT State. Importantly, students have also served as council members. We are thankful to all the Council members, as well as to all the individuals who provided feedback to council members.”

On p. 2 this is followed up with a list of 48 individuals, none of whom are identified as to their status – either in terms of their role as faculty, staff, administrators or students, or in terms of their affiliation to one of 12 “campuses” or “CT State”. It is therefore unclear how many or what proportion of the Council are in any of the constitutive groups previously mentioned. The consequence of this is not just lack of clarity. There is an obscuring of relevant information, which clearly was available to the drafters but which they saw fit to exclude. A preliminary search for affiliations of the indicated individuals reveals very few faculty, and none so far as I can tell from the FAC.

The draft “strategic plan” continues: “We want to also express our deep appreciation to the Faculty Advisory Council to the Board of Regents, who provided honest and earnest feedback during the development of the plan. Each time we engaged the FAC, we got useful feedback from them, and the Council subsequently incorporated their comments into our planning work.”

As chair of the FAC, I can state without hesitation that this is simply not the case. In the first place, the FAC is the Faculty Advisory *Committee* to the BOR, not the Faculty Advisory *Council*. This might be considered as a mere slip (which is repeated twice) but the authors of this document compound the error with the claim that the FAC (however designated) provided substantial (“honest and earnest”) feedback, “comments” which were “subsequently incorporated... into our planning work”. This is not the case.

While we did invite at their request and on one occasion each, Tanya Milner (past chair) and Terry Brown (co-chair) to meetings of the FAC, we indicated at both meetings that the content of their presentations were inadequate to anything we could consider to be a framework for a strategic plan. In particular, we noted the lack of any reference to the determining role of faculty in developing curriculum and pedagogy, the lack of guarantee for the continuation of the existing colleges, vague terminology without content about shared governance, and more. Not only is the document fundamentally flawed as to content or lack thereof, the FAC never had any follow-up, or saw, never mind commented, on the draft plan.

Therefore, to claim that faculty in any significant way participated in the draft is unsubstantiated, and the further claim that the FAC contributed in any meaningful way to the draft is incorrect. If this were just a one-off the matter it might be less significant than it is. To the contrary, the problems illustrate a strategy that has been persistently used in the course of Students First – claiming faculty participation in committees from which faculty have withdrawn or merely attended on one or a few occasions, and then claiming – as has been done above --, that faculty have fully participated in preparing a document which most have never have seen or approved.

As a result, please withdraw any statement or implication that the FAC has participated in the drafting of the “Draft Strategic Plan”, and in particular that we provided “feedback ... subsequently incorporated... into our planning work”. I remain available to discuss this matter in greater detail and to consider constructive proposals that could redress the situation. But as it stands, the “Draft Strategic Plan” is unacceptable for the reasons stated above.”

David Blitz, PhD,
Chair, Faculty Advisory Committee to the BOR/CSCU
Professor of Philosophy, CCSU

President, Bertrand Russell Society
Member, Editorial Board, Journal of Bertrand Russell Studies
Member, Community Editorial Board, Connecticut Mirror

Members of the Board of Regents,

My name is Rotua Lumbantobing and I'm an economist and the AAUP chapter president at Western Connecticut State University.

The last time I addressed this Board, I spoke about the financial crisis Western is facing, and the underlying reasons behind it.

The Board's response to this crisis was to fire John Clark, hire a new university president without any input from faculty members, and retain the rest of the administrators at Western who have made one bad decision after the next.

Our union's response, on the other hand, was to work hand-in-hand with other unions at Western. Over 100 of us spent the summer tirelessly analyzing all available information regarding the university's operations.

It was clear from the start, however, that management sought to continue with business as usual. And as usual, management showed no interest in transparency or shared governance.

Perhaps the most outrageous example of management's complete unwillingness to change is that our working groups were never provided financial data that supposedly illustrates Western's financial position.

I repeat, faculty members – including experts in finance, accounting, economics, and other fields – were never given the financial data that supposedly illustrates Western's financial position. Instead, we had to FOIA information at our own public university.

Meanwhile, a handful of union leaders such as myself were invited to backroom meetings with Western's new president, Paul Beran.

Well as Paul learned, AAUP doesn't do secret meetings at Western anymore. I have no interest in backroom VIP meetings or playing the telephone game with my members.

To his credit, Paul did finally hold an open forum yesterday, where he confirmed his salary - \$350,000 a year. This, mind you, is in addition to John Clark's ongoing salary, including a raise, at a university that is ostensibly in financial trouble.

Clearly, management, including this Board, has yet to learn a single lesson from the still unfolding financial crisis at Western.

So here we are, still with no transparency and accountability. Still with the majority of the people who grossly mismanaged this university sitting comfortably in their lucrative jobs. Still with a secretive and defiant Board of Regents.

Well, we won't settle for that. Despite the challenges our summer working groups faced, we persisted. And we are not done.

Thursday, September 22, 2022

Make no mistake, the more you resist our calls for transparency, accountability, and shared governance, the louder those calls will become, until this university becomes the sort of university we, our students, and our community deserve.

Thank you.