

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSUS)
MINUTES – REGULAR MEETING – 10 AM, THURSDAY, MAY 10, 2018
SYSTEM OFFICE, 61 WOODLAND STREET, HARTFORD, CT**

REGENTS – ATTENDANCE (Y = yes / N = no)	
Matt Fleury, Chair	Y
Yvette Meléndez, Vice Chair	Y
Richard J. Balducci	Y
Aviva D. Budd	Y
Naomi K. Cohen	Y
Lawrence J. DeNardis	Y
Felice Gray-Kemp <i>via teleconf</i>	Y
Merle W. Harris	Y
Holly Howery	Y
David R. Jimenez <i>via teleconf</i>	Y
JoAnn Ryan	N
Elease E. Wright	Y
Hector Navarro, SAC Chair	Y
Juan Carlos Leal, SAC Vice Chair <i>via teleconf</i>	N
*William Lugo, FAC Chair	Y
*Del Cummings, FAC Vice Chair	Y
*Scott D. Jackson, Labor Commissioner	Y
*Raul Pino, Public Health Commissioner	N
*Catherine H. Smith, DECD Commissioner <i>via teleconf</i>	Y
*Dianna R. Wentzell, Education Commissioner	N
<i>*ex-officio, non-voting member</i>	

CSCU STAFF

Mark E. Ojakian, President
 Alice Pritchard, Chief of Staff
 Jane Gates, Provost & Senior Vice President, Academic and Student Affairs
 David Levinson, VP Comm. Colleges and President, Norwalk Comm. College
 Elsa Nunez, VP State Universities and President, Eastern CSU
 Erin A. Fitzgerald, Associate Director, Board Affairs / Board Secretary

STATE UNIVERSITY/COMMUNITY COLLEGE PRESIDENTS

James Lombella, Asnuntuck Community College and interim at Tunxis Community College – Yes
 Wilfredo Nieves, Capital Community College – Yes
 Ed Klonoski, Charter Oak State College - Yes
 Paul Broadie, Housatonic Community College and Interim at Gateway Community College - Yes
 Gena Glickman, Manchester Community College – Yes
 Steven Minkler, Middlesex Community College - Yes
 Daisy Cocco De Filippis, Naugatuck Valley Community College – No
 Michael Rooke, Northwestern Connecticut Community College - Yes
 David Levinson, VP Comm. Colleges and President, Norwalk Comm. College - Yes
 Carlee Drummer, Quinebaug Valley Community College – No

STATE UNIVERSITY/COMMUNITY COLLEGE PRESIDENTS (cont.)

- Mary Ellen Jukoski, Three Rivers Community College – Yes
- Zulma Toro, Central Connecticut State University - Yes
- Joe Bertolino, Southern Connecticut State University – Yes
- John Clark, Western Connecticut State University - Yes

CALL TO ORDER

Chairman Fleury called the meeting to order at 10:00 am and, following roll call, declared a quorum present.

ADOPT AGENDA

Chairman Fleury called for a motion to adopt the meeting agenda; **on a motion by Regent Harris, seconded by Regent DeNardis, the Agenda was unanimously adopted.**

He welcomed Holly Howery back to the board noting she was and will be a great asset to the Board. Noted JoAnn Ryan is now on the Board, however, and that she looked forward to participating at the net meeting.

OPPORTUNITY TO ADDRESS THE BOARD

The following individual(s) addressed the Board on the topics indicated:

NAME	TITLE/UNIV/COLLEGE	TOPIC
William McGurk	Former board member on the Board of Regents and the Connecticut Community Colleges	Students First
Louise Williams	Professor of History CCSU and AAUP Chapter President of CCSU	Students First
Elena Tapia	ECSU AAUP Chapter President?	Students First
David Blitz	CCSU Professor	Students First
John O'Connor	Professor CCSU Sociology Department	Students First
Matt Ciscel	Linguistics Professor, CCSU	Students First
Serafin Mendez	CCSU Professor	Students First
Mike Shea	SCSU Professor of English	Students First

FACULTY ADVISORY COMMITTEE

FAC Chair William Lugo provided an overview of the report from the Faculty Advisory Committee to the Board (*Attachment A hereto*). In closing, FAC Chair Lugo noted the FAC hopes to work with the Board to find avenues to increase the Board members' involvement on the campuses of the CSCU system, noting that this would be a mutually beneficial endeavor.

BOR CHAIRMAN MATT FLEURY

Chairman Fleury reiterated the commentary he offered at the [May 4, 2018 meeting of the Executive Committee](#)¹ in which he provided a summary review of the deliberations that led to the development of the Students First plan up to the response by NEASC to the substantive change request.

Following his comments, Chairman Fleury noted that the administration, with the support of the Board, would continue to work with the accrediting agency to move the system forward, towards a sustainable system: one that protects campus locations where we serve our students, assures academic qualities and holds the line on tuition. He noted that students and faculty across the board all want to ensure those principles are upheld while making necessary changes.

Chairman Fleury expressed his appreciation to the members of the Board, President Ojakian, the university and college, presidents, student, faculty and staff who worked tirelessly to inform the legislature of the critical need for funding in support of public higher education and, in particular, for the CSCU system. He extended that appreciation to the legislature for the bipartisan support of higher education this session, however, also noted that there is still much work ahead to ensure the system is sustainable.

Chairman Fleury added that the Board's commitment is unwavering and that NEASC's letter recognized the issues we face are real and invited us to continue the dialog about how we can best make this work in the long term for our students and our colleges. He remarked that President Ojakian is doing a wonderful job at following up with NEASC and continuing those conversations.

CSCU PRESIDENT MARK OJAKIAN

President Ojakian offered brief remarks on the following items:

- **Advocacy during legislative session.** He thanked Sean Bradbury for his tireless efforts as the system's Director of Government Relations and noted he was extremely thankful to those members of the legislature, on both sides of the aisle, who were supportive of CSCU and provided short-term relief in a very challenging session. President Ojakian also expressed his appreciation to members of the Board who made outreach efforts to the legislature on behalf of the students of CSCU.

¹ Click on link above or go to the following webpage to view 5/4/18 Exec Comm. Minutes:
http://www.ct.edu/images/uploads/Exec_Minutes_-_05-04-2018.pdf?123400

- **Students First** (response from NEASC). President Ojakian reiterated that he is working along with the Board on the path forward to college consolidation in order to: continue to provide students with a high-quality, affordable and accessible education; preserve existing campus locations; and hold down tuition costs. He noted that conversations are continuing with NEASC and that a response is due back by the end of July as to the next steps the system intends to take.

President Ojakian noted that the committee structure of the Board would be utilized prior to determining the path forward so that any proposal has the benefit of receiving the input of the various committees.

President Ojakian indicated he looked forward to working the Board through the various committees and expressed his appreciation to both the SAC and the FAC for their support and willingness to work collaboratively.

Following President Ojakian’s remarks, board members offered the following commentary:

- **Hector Navarro SAC Chair/student regent** – Offered the following statement from the Student Advisory Committee members: “We strongly support President Ojakian’s efforts to maintain low tuition costs, keep Community College campus locations open and to move ‘Students First’ forward, as well as his steadfast leadership of the CSCU system.” Regent Navarro noted that as long as the campuses remain open and tuition does not rise, the SAC fully supports moving forward with the Students First consolidation plan, however, should closings occur and tuition rise, then the support will no longer be there.
- **Regent Elase Wright** inquired about the participation of faculty and students in the Students First Process. President Ojakian indicated that faculty, staff and students of the community colleges have been involved at every step of the way, with working groups comprised of representation from each of the colleges. Further, the SAC has been asked to weigh in on how a single college student government would look like. President Ojakian noted that he is always open to suggestions to improve communications and that he will continue getting out to each of the colleges to hear directly from students, faculty and staff.
- **Regent Merle Harris** noted that the ASA Committee has four members (two students and two faculty members) comprised of faculty and students. She complimented the FAC Chair and Vice Chair on the FAC report, noting that while she did not agree with everything stated, she appreciated their valuable input and their commitment to mutual collaboration.
- **Regent Elase Wright** inquired about the level of interaction between the NEASC staff members and the NEASC Committee members. She asked how, going forward, we could ensure that there is better communication between those two constituencies so that there is not a “surprise” response. President Ojakian stated that as we move

forward, we would ask for greater ability to be part of the process (similar to how institutions are involved when going forward on reaccreditation).

- **Regent Naomi Cohen** remarked she found it ironic that there was no opportunity for Board members to participate in the NEASC meeting given that they have done so during institutional accreditation processes. She offered that in addition to access, locations and maintain tuition, enrollment management, retention and graduation be included. She added that she feels there is a misconception that Students First is solely President Ojakian's plan, however, she felt it was necessary to correct that mistaken impression and remind individuals that this is the Board's plan and that the President is moving forward with the Board's directive and with the full support of the Board.

APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Balducci, seconded by Regent Wright, the April 5, 2018 Regular meeting minutes were approved as submitted.

CONSENT AGENDA

Chairman Fleury called for a motion on the Consent Agenda. **On a motion by Regent Balducci, seconded by Regent Wright, the Consent Agenda was unanimously adopted.**

CONSENT AGENDA

Terminations

Early Childhood – Advanced - Master of Science (non-certification) – ECSU
Elementary Education – Advanced - Master of Science (non-certification) – ECSU
Reading Language Arts – Advanced - Master of Science (non-certification) – ECSU
Secondary Education – Advanced - Master of Science (non-certification) – ECSU
Accounting for Small Business Option – AA – HCC
Business Office Technology: Executive Asst. Option – AA – HCC
Computer Technology – AS – MCC.
Justice Administration – MS – WCSU.

Modifications

CSCU Pathway Transfer Degree: Early Childhood Teacher Credential Studies
AA [Designation change – AA to AS]

New Programs

Industrial Design – AA – HCC
Cybersecurity – AS – QVCC

College of Technology (COT) Program Replications – Tunxis CC.

Promotions and Tenures – State Universities

Accreditation of Licensed Programs

TESOL – 6th Year Certificate – WCSU BR 18-058
Teaching – MAT (Secondary Education) & Certificate – WCSU BR 18-059

RESOLUTIONS APPROVED ON CONSENT

Terminations

Early Childhood – Advanced - Master of Science (non-certification) – ECSU [BR 18-044](#)

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Early Childhood (non-certification) leading to a Master of Science degree at Eastern Connecticut State University with a phase-out period ending at the conclusion of the 2018 Summer session.

Elementary Education – Advanced - Master of Science (non-certification) – ECSU [BR 18-045](#)

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Elementary Education (non-certification) leading to a Master of Science degree at Eastern Connecticut State University with a phase-out period ending at the conclusion of the 2018 Summer session.

Reading Language Arts – Advanced - Master of Science (non-certification) – ECSU [BR 18-046](#)

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Reading Language Arts (non-certification) leading to a Master of Science degree at Eastern Connecticut State University with a phase-out period ending at the conclusion of the 2018 Summer session.

Secondary Education – Advanced - Master of Science (non-certification) – ECSU [BR 18-047](#)

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Secondary Education (non-certification) leading to a Master of Science degree at Eastern Connecticut State University with a phase-out period ending at the conclusion of the 2018 Summer session.

Accounting for Small Business Option – AA – HCC [BR 18-048](#)

RESOLVED: That the Board of Regents for Higher Education approve the immediate discontinuation of a program in Accounting leading to an Associate in Arts degree with an Accounting for Small Business Option at Housatonic Community College.

Business Office Technology: Executive Asst. Option – AA – HCC [BR 18-049](#)

RESOLVED: That the Board of Regents for Higher Education approve the immediate discontinuation of a program in Business Office Technology leading to an Associate in Arts degree with an Executive Assistant Option at Housatonic Community College.

Computer Technology – AS – MCC [BR 18-050](#)

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Computer Technology leading to an Associate of Science degree at Manchester Community College with a phase out period to end June 1, 2019.

Justice Administration – MS – WCSU [BR 18-051](#)

RESOLVED: That the Board of Regents for Higher Education approve the discontinuation of a program in Justice Administration leading to a Master of Science degree at Western Connecticut State University with a phase out period of two years.

RESOLUTIONS APPROVED ON CONSENT (cont.)

Modifications

CSCU Pathway Transfer Degree: Early Childhood Teacher Credential Studies

AA [Designation change – AA to AS] BR 18-052

RESOLVED: That the Board of Regents for Higher Education approve the modification (designation change) of a degree program – the CSCU Pathway Transfer Degree in Early Childhood Teacher Credential Studies from an Associate of Arts degree to an Associate of Science degree.

New Programs

Industrial Design – AA – HCC BR 18-053

RESOLVED: That the Board of Regents for Higher Education approve the licensure of an Industrial Design program leading to an Associate in Art degree at Housatonic Community College for a period of three years.

Cybersecurity – AS – QVCC BR 18-054

RESOLVED: That the Board of Regents for Higher Education approve the licensure and accreditation of a Cybersecurity program leading to an Associate in Science degree at Quinebaug Valley Community College for a period of three years.

College of Technology (COT) Program Replications – Tunxis CC BR 18-055

RESOLVED: That the Board of Regents for Higher Education approve the licensure and accreditation of Technology Studies degree options in Machine Technology and Manufacturing Electro-Mechanical Maintenance Technology with certificate offerings at Tunxis Community College as replication of Technology Studies at Asnuntuck Community College.

Promotions and Tenures – State Universities BR 18-056

RESOLVED: That the Board of Regents for Higher Education approve the 2018 promotions and tenures recommended by the presidents of the Connecticut State Universities.

Accreditation of Licensed Programs

TESOL – 6th Year Certificate – WCSU BR 18-057

RESOLVED: That the Board of Regents for Higher Education approve the accreditation of a licensed program in TESOL leading to a Sixth Year Certificate at Western Connecticut State University.

Teaching – MAT (Secondary Education) & Certificate – WCSU BR 18-058

RESOLVED: That the Board of Regents for Higher Education approve the accreditation of a Master of Arts in Teaching licensed program at Western Connecticut State University.

ACADEMIC & STUDENT AFFAIRS COMMITTEE

ASA Committee Chair Merle Harris noted that all of the ASA Committee items were approved on Consent, however, she wanted to point out the excellent presentation the Committee received by Candice Barrington & Ken Klucznik. She expressed her appreciation for their ongoing efforts to assist our students, noting they have worked with faculty to address identified issues. Committee Chair Harris thanked Ken and Candice for their exemplary efforts, as well as the faculty at the campuses who have all been working on this initiative for the benefit of the students.

Regent Naomi Cohen shared that the ASA Committee will be reviewing new programs that have been approved over the past three years to look at projected vs actual numbers in terms of enrollment numbers, costs, etc.

AUDIT COMMITTEE

No report.

FINANCE & INFRASTRUCTURE

Finance & Infrastructure Committee Chair Balducci noted the Committee met on Wednesday, April 25 and that while there were no votes taken at this meeting, the following information was provided by management.

Management discussed with the Committee the fiscal impact of SEBAC provisions regarding wage increases through the next biennium, and the projected impact of fringe benefit rates which are expected to increase significantly in the next fiscal year. (The schedules reviewed by the Committee are included in the Board package.)

Committee Chair Balducci noted that among the many provisions in SEBAC agreement, were annual wage increases beginning in fiscal year 2019. In the first year, each full-time bargaining unit employee will receive a \$2,000 lump sum payment, which will be prorated for part-time employees based upon hours worked. Then in fiscal years 2020 and 2021, there will be a 5.5% wage increase in each of those years, or an aggregate 11% over the two years. Employment security provisions remain in place through June 30, 2021.

Committee Chair Balducci went on to state that fringe benefit rates for fiscal year 2019 are expected to increase materially, in particular for employees in the State Employees Retirement System which will increase by 11 percentage points. The increase is primarily due

to the newest actuarial estimates concerning plan funding requirements, and is compounded by the impact of fewer state employees in all agencies over which to spread the higher costs.

These factors along with assumptions detailed in the submitted package were included in the projections provided. As with any set of financial projections, they are subject to change when the assumptions are changed. The fiscal cost and revenue estimates by the state experience frequent ups and downs, and therefore the projections prepared by management are relatively fluid. Since the submittal of the projections to the Finance Committee, management has learned that there may be state funding available to cover the general fund portion of the fiscal year 2019 wage increases. Offsetting this good news is updated data concerning the cost of the state's medical insurance plans which will drive fringe benefit rates even higher than those shown in the analyses.

In addition, the projections provided indicated expected near term net savings associated with the consolidation of the community colleges. As these plans and estimates are being updated, so will the projections for the system.

Given the assumptions as defined, the financial results for the system as a whole and each of the constituent units are disturbing. If we proceed according to these assumptions, the constituent units would continue to incur losses annually, including the current fiscal year 2018. Further, as reported previously to the Board, undesignated reserves maintained by the institutions are thin, and among the colleges, many run negative reserve balances. If losses continue at the rates projected, the constituent units would exhaust all undesignated reserves: Charter Oak next year in fiscal year 2019, the Community Colleges in fiscal year 2020, and the Universities in fiscal year 2021. At that time, the Universities would still have unrestricted but designated reserves available which have been set aside for debt services, lab equipment and other obligations or requirements.

Management further reported to the Committee that although the options are few, they are pursuing whatever remedies may be available, including meeting with legislators to request consideration of additional state funding, continuing hiring freezes where appropriate, and identifying other cost containment or revenue raising opportunities.

In closing, Committee Chair Balducci Sean Bradbury, Director of Government Relations, for his tireless and professional efforts advocating for the system. He also thanked Bill McGurk for his hard work on the Finance Committee and welcomed Holly Howery to the Committee in her return to the Board of Regents.

HUMAN RESOURCES & ADMINISTRATION COMMITTEE

No report.

EXECUTIVE COMMITTEE

Chairman Fleury noted that the Executive Committee held a Special Meeting on May 4, 2018, concerning the NEASC initial response to the Substantive Change request related to the Students First/Community College consolidation plan, the substance of which, he noted, was discussed at today's meeting.

EXECUTIVE SESSION

Chairman Fleury advised there would not be an Executive Session.

ADDITIONAL COMMENT(S) BY BOARD MEMBERS

Commissioner Jackson thanked President Ojakian and Asnuntuck Community College President Jim Lombella for the opening of the America's Jobs Center on the Asnuntuck campus.

ADJOURNMENT

On a motion by Regent Cohen with a second from Regent Harris, the meeting adjourned at 11:25 am.

Submitted,

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

CT BOARD OF REGENTS FOR HIGHER EDUCATION
REGULAR MEETING MAY 10, 2018
CSCU System Office, 61 Woodland Street, Hartford, CT

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

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

- A.** Faculty Advisory Committee 05-10-2018 Report to the Board
- B.** State University Promotions & Tenures
- C.**
- D.**

Faculty Advisory Committee to the Board of Regents

May 10, 2018

Chairman Fleury, President Ojakian, and members of the Board of Regents, we appreciate this opportunity to present to you today.

Since President Ojakian originally announced *Students First* to our campuses, on April 3, 2017, two problems were laid before us. The first was a looming financial deficit within CSCU. This financial reality highlighted the structural problem facing our system. Given the current revenue composition of CSCU, and its projections, inaction was not a possibility for a sustainable path forward. Further, the FAC, and the many faculty in our system, have consistently supported the BOR and President Ojakian in the belief that these problems cannot, and should not, be placed solely on the backs of our students.

The second problem facing our system revolved around the possible erosion of academics and student services if budgets were not stabilized. We agree with President Ojakian's original statement that "students are at the center of any proposed strategies; that teaching, learning and high quality academic programs are prioritized; and that student support services are preserved and enhanced."

The recent decision by NEASC has created a lot of anxiety and uncertainty in our state about the CSCU system. As our leaders continue to meet with NEASC and discuss options to move forward, the FAC would like to once again offer a set of solutions, many of which we put forward in our remarks to the board in May 2017.

Some possibilities:

- Establish regional consortia between the state universities and local community colleges to share services. This could also lead to more direct cooperation and sharing of programs and course offerings. Create more A to B programs.
- Create more targeted economies of scale (rather than broad, administrative functions) for specific tasks such as payroll and the administration of Perkins loans.
- Monitor and institute fiscal procedures with incentives to reduce administrative costs on each campus and to encourage sharing of services across campuses.
- Reduce reliance on proprietary software.
- Reduce spending at the system office.
- Through fiscal monitoring, require Presidents to make cuts while demonstrating how budget reductions serve to preserve student access to student services and the classes they need.
- Reconsider the location of the system office, perhaps regionally distributed at CSCU campuses in existing buildings.
- Have the students, staff, faculty, and administrations on all the campuses work with the BOR/system office to help Connecticut's citizens and legislators understand the importance investing in public higher education for the state's economy and polity.

The need for cuts might be tied with a redoubling of efforts to raise enrollments and revenues. Again, some possibilities:

- Develop an aggressive marketing and recruiting campaign to compete against the private occupational schools and to retain a larger portion of the state's high school graduates each year.
- Use the regional consortia to expand outreach to the local Chamber of Commerce and the business community.
- Expand efforts to integrate the learning and knowledge resources of the University by creating public-private partnerships.

As we consider next steps, we should discuss the controversy surrounding *Students First*. Perhaps it was the way this plan was originally introduced to faculty, or perhaps it was the plan itself, or both. Regardless, this has been a difficult year for faculty, and more specifically, the Faculty Advisory Committee. *Students First* has sent shockwaves throughout our campuses. It also created deep divisions within the faculty -- with many being staunch supporters of the plan, viewing it as a necessary step to help stabilize our system, and others being bitterly opposed to it, viewing it as a massive threat to higher education. These same divisions also existed within the FAC. And while the FAC has spent the last year participating in various workgroups and planning committees, planning for our annual conference, and assisting the Board in their statutory functions, we have also spent considerable time reflecting.

We have been forced to reflect on the future of higher education, and how the role of faculty has been steadily shifting from one of creating an engaged citizenry and educated workforce to one of simply creating a workforce. We have been forced to reflect on the role of shared governance and what this concept means in the current political climate. And finally, we have been forced to reflect on what the future will look like for our institutions that we have spent, in some cases, decades building.

We will continue this process of reflection, and we ask the Board to participate with us in this process. There remain questions that we can only answer together. Such as:

1. What should be the role of the Board of Regents and how do we enhance the relationship between the Board and the various campuses? Our system is quite large, comprising 17 institutions and 85,000 students. Given such scale, how can the BOR continue to make meaningful, informed decisions?

In a recent meeting of the Academic and Student Affairs Committee, I was heartened by the Board's desire to share in the accomplishments of the faculty and of their willingness to get more involved. The Faculty Advisory Committee welcomes this sentiment and will be forming a subcommittee to issue a set of recommendations to the BOR to help make this happen.

2. How transparent should the BOR and system office be? Obviously, there are times when this Board cannot be transparent, and we call those times executive session. However, there are other times when this decision is not so clear, when transparency has been sacrificed, we can only assume, for efficiency and productivity. At the end of the day, maybe the BOR will conclude this has been, and will continue to be, a necessary sacrifice. However, what is debatable and should be reflected upon, are what sacrifices exactly have

been made? It should be no secret that the first sacrifice has been trust -- there exists a deep level of distrust between the faculty and the board and system office. This distrust has turned into a vicious cycle of self-fulfilling prophecies on both sides and the only way out of it is to increase transparency.

The next sacrifice has been productivity. The wall of opacity that now exists between faculty and the BOR/system office has not allowed a sharing of resources that would truly move our system forward. While we might not trust a university senate to lead our state's infrastructure into the next century, they are the experts when it comes to curriculum, shared governance, and student success. As a system of higher education, we must use these resources to their fullest in order to avoid any potential roadblocks and mistakes that may lie ahead. And given the recent concerns raised by NEASC, which are shared by the FAC, utilizing all the resources at our disposal is more important now than ever.

The FAC asks the BOR to help us in these endeavors. It will not be easy, but in order to put students first, and have our system succeed, we believe these are necessary first steps.

And as Dr. Barbara Richards, former chair of the FAC, said in her remarks to the Board at its May 2015 meeting, "one thing is for certain: if we do not find a means to collaborate, we will transform nothing."


Thank you.



Central Connecticut State University

MEMORANDUM

TO: Mark E. Ojakian, President
Connecticut State Colleges & Universities

FROM: Zulma R. Toro, President 

DATE: April 18, 2018

SUBJECT: Promotion and Tenure

I am pleased to present my recommendations for instructional faculty promotion and tenure to be effective with the Academic Year 2018-19:

To Professor:

Shaun Green, Athletics
Diana Cohen, Political Science
Marianne Fallon, Psychological Science
Lynda Valerie, Literacy, Elementary & Early Childhood Education
Reza Ghodsi, Engineering
Jacob Kovel, Manufacturing & Construction Management
Linda Reeder, Manufacturing & Construction Management
Hassan Shibly, Manufacturing & Construction Management
David Sianez, Technology & Engineering Education
Haoyu Wang, Manufacturing & Construction Management
Thomas Vasko, Engineering

To Associate Professor:

Steven Block, Criminology & Criminal Justice
Rebecca Boncoddio, Psychological Science
Rocio Fuentes, Modern Languages
Andrea June, Psychological Science
Yunliang Meng, Geography
Heather Rodriguez, Sociology
Amy Gagnon, Physical Education & Human Performance
Wangari Gichiru, Educational Leadership, Policy & Instructional Technology
Leona Konieczny, Nursing
Luz Amaya-Bower, Engineering
Alicia Bray, Biology
Sarah Maurer, Chemistry & Biochemistry
Oluyinka Oyewumi, Geological Sciences
Mohammad Rahman, Manufacturing & Construction Management

To Coach I:

Patrick Hall, Athletics

David Kelly, Athletics

To Associate Librarian:

Kristin D'Amato, Library

Renata Vickrey, Library

The following will be granted tenure:

Steven Block, Criminology & Criminal Justice

Rebecca Boncoddio, Psychological Science

Ted Efremoff, Art

Rocio Fuentes, Modern Languages

Andrea June, Psychological Science

Elena Koulidobrova, English

Yunliang Meng, Geography

Heather Rodriguez, Sociology

Leanne Zalewski, Art

Youngseon Kim, Marketing

Kristin D'Amato, Library

Martha Kruey, Library

Amy Gagnon, Physical Education & Human Performance

Wangari Gichiru, Educational Leadership, Policy & Instructional Technology

Leona Konieczny, Nursing

Catherine Thomas, Nursing

Marian Anton, Mathematical Sciences

Alicia Bray, Biology

Haji Naik Dharavath, Computer Electronics & Graphics Technology

Sarah Maurer, Chemistry & Biochemistry

Oluyinka Oyewumi, Geological Sciences

Hassan Shibly, Manufacturing & Construction Management


/sm

c: A. Suski-Lenczewski



EASTERN CONNECTICUT STATE UNIVERSITY
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Office of the President

DATE: April 17, 2018
TO: Mark Ojakian
President, Connecticut State Colleges and Universities
FROM: Elsa M. Núñez
President 
SUBJECT: RECOMMENDATIONS FOR PROMOTION AND TENURE

I recommend the following individuals for promotion and/or tenure for action by the Board of Regents at its May 2018 meeting. The effective date for all actions is August 27, 2018.

For Tenure:

Ms. Marianne Ciardullo, Counseling and Psychological Services Department
Mr. Bryce Crapser, Counseling and Psychological Services Department
Dr. Bradley Davis, History Department
Dr. Kristen Epp, Biology Department
Dr. Matthew Graham, Biology Department
Dr. Amy Groth, Biology Department
Dr. Megan Heenehan, Mathematical Sciences Department
Dr. Mihyan Kang, Communication Department
Dr. Paul Torcellini, Environmental Earth Sciences Department
Dr. Emiliano Villanueva, Business Administration Department

For Promotion to the rank of Professor, in rank order:

Dr. Caitlin Carenen, History Department
Dr. James Diller, Psychological Science Department
Dr. Maureen McDonnell, English Department
Dr. Jennifer J. Cobb, Performing Arts Department
Dr. Paul Torcellini, Environmental Earth Sciences Department
Dr. Steven Ferruci, English Department
Dr. Kehan Gao, Computer Science Department
Dr. Lindsay Lanagan-Leitzel, Psychological Science Department
Dr. Andrew Utterback, Communication Department

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President Mark Ojakian
April 17, 2018

For Promotion to the rank of Associate Professor, in rank order:

Dr. Matthew Graham, Biology Department
Dr. Kristen Epp, Biology Department *
Dr. Megan Heenehan, Mathematical Sciences Department*
Dr. Bradley Davis, History Department

For Promotion to the rank of Associate Professor, in rank order cont.:

Dr. Brendan Cunningham, Economics Department*
Dr. Mark Fabrizi, Education Department*
Dr. Emiliano Villanueva, Business Administration Department

*Signifies tie for rankings.

For Promotion to the rank of Assistant Counselor:

Ms. Andrea Pedraza, Counseling and Psychological Services Department

DSP/hjr
c: File



April 13, 2018

Mr. Mark Ojakian
President, Board of Regents for Higher Education
Connecticut State Colleges and Universities
61 Woodland Street
Hartford, CT 06105-2237

Dear Mr. Ojakian:

The following are my recommendations for Promotion and Tenure, which will be effective August 27, 2018:

TENURE

Dr. Siobhan Carter-David (History)	Dr. Aujke Lamonica (Public Health)
Dr. Luke Eilderts (World Languages and Literatures)	Dr. Elaine Martin (Nursing)
Joanne Gil (Journalism)	Dr. Cassie Meyerhoffer (Sociology)
Dr. Robert Gregory (Exercise Science)	Dr. Mina Park (Management/MIS)
Dr. Mehdi Hossain (Marketing)	Dr. Sebastian Perumbilly (Social Work)
Dr. Md Shafaeat Hossain (Computer Science)	Michael Skinner (Theatre)
Dr. Elizabeth Kalbfleisch (English)	Dr. Kenneth Walters (Psychology)
Dr. Maria Krol (Nursing)	Dr. Miaowei Weng (World Languages and Literatures)

PROMOTION

From Assistant to Associate Professor:

Dr. Ericka Barnes (Chemistry)	Dr. Aujke Lamonica (Public Health)
Dr. Siobhan Carter-David (History)	Dr. Elaine Martin (Nursing)
Dr. Miranda Dunbar (Biology)	Dr. Cassie Meyerhoffer (Sociology)
Dr. Luke Eilderts (World Languages and Literatures)	Dr. Mina Park (Management/MIS)
Joanne Gil (Journalism)	Dr. Sebastian Perumbilly (Social Work)
Dr. Robert Gregory (Exercise Science)	Michael Skinner (Theatre)
Dr. Md Shafaeat Hossain (Computer Science)	Dr. Kenneth Walters (Psychology)
Dr. Elizabeth Kalbfleisch (English)	Dr. Miaowei Weng (World Languages and Literatures)
Dr. Maria Krol (Nursing)	

From Associate to Full Professor:

Dr. Corinne Blackmer (English)	Dr. Heidi Lockwood (Philosophy)
Dr. Laura Bower-Phipps (Curriculum and Learning)	Dr. Kenneth McGill (Anthropology)
Dr. Sandip Dutta (Economics and Finance)	Cynthia Simoneau (Journalism)
Dr. Mary Beth Fede (Exercise Science)	Dr. Melissa Talheim (English)
Dr. Scott Graves (Environ. Geography & Marine Sci)	Dr. Judith Terpstra (Special Education and Reading)
Dr. C. Patrick Heidkamp (Environ. Geo. & Marine Sci)	Dr. Chulguen Yang (Management/MIS)

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Promotion and Tenure-
April 13, 2018

Promotion to Coach I:

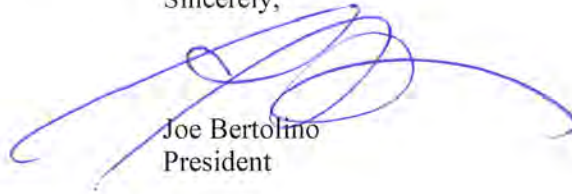
Matthew Almeida (Athletics)
Edward Bethke (Athletics)
Stephanie Hiriak (Athletics)
Christopher Moran (Athletics)

Promotion to Coach IV:

Scott Burrell (Athletics)
Kate Lynch (Athletics)

Please let me know if you have any questions.

Sincerely,

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Joe Bertolino
President

cc: R. Prezant, Provost and Vice President for Academic Affairs



OFFICE OF THE PRESIDENT
DR. JOHN B. CLARK

To: Mark E. Ojakian
President
Connecticut State Colleges & Universities

From: Dr. John B. Clark

A handwritten signature in black ink, appearing to read "John B. Clark".

Date: April 5, 2018

Re: WCSU Promotion & Tenure Recommendations

I support and concur with the recommendations of Provost Missy Alexander that the following faculty members receive promotion and tenure:

Tenure

Darby Cardonsky, Art Department
Stuart Dalton, Philosophy & Humanistic Studies Department
Surekha Davies, History & Non-Western Culture Department
William DeFeo, Division of Justice & Law Administration
Cory Ganschow, Music Department
Bernard Gee, Psychology Department
Xiaoqi Han, Marketing Department
Christine Hegel-Cantarella, Social Sciences Department
Tim Howard, Theatre Arts Department
Xiaowen Jiang, Accounting Department
Laurel Larsen, Music Department
Michelle Monette, Biology & Environmental Sciences Department
Jennifer Ort, Nursing Department
Helena Prieto, Chemistry Department
Jack Tom, Art Department
Sharon Young, Social Work Department

Mark E. Ojakian
April 5, 2018
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Promotion to Professor

David Burns, Mathematics Department
Theresa Canada, Education & Educational Psychology Department
Jennifer Duffy, History & Non-Western Culture Department
Jessica Eckstein, Communication & Media Arts Department
Senan Hayes, Mathematics Department
Patrick Ryan, Writing, Linguistics & Creative Process Department
Divya Sharma, Division of Justice & Law Administration
Emily Stevens, Health Promotion & Exercise Science Department

Promotion to Associate Professor

Surekha Davies, History & Non-Western Culture Department
Bernard Gee, Psychology Department
Tim Howard, Theatre Arts Department
Michelle Monette, Biology & Environmental Sciences Department
Jennifer Ort, Nursing Department

c: M. Alexander, Academic Affairs
F. Cratty, Human Resources
W. Petkanas, Promotion & Tenure Committee