



Board of Regents

Executive Committee
Wednesday, June 16, 2021 9:00 a.m.
Conducted Via Remote Participation
https://youtu.be/_fbkNKRZhQ8
Meeting Minutes

EXECUTIVE COMMITTEE MEMBERS	PARTICIPATING
Matt Fleury, Chair	Yes
Richard Balducci	No
Naomi Cohen	Yes
Felice Gray-Kemp	No
Merle Harris	Yes
David Jimenez	Yes
Elease E. Wright	Yes (arrived at 9:20)

CSCU STAFF PRESENT:

Dr. Jane Gates, Interim President
Dr. Alice Pritchard, Chief of Staff
Ben Barnes, Chief Financial Officer
Andy Kripp, VP, Human Resources
Ernestine Weaver, General Counsel
Pam Heleen, Assistant Secretary of the Board (recorder)

ALSO:

Terrence Cheng, CSCU System President-Elect

1. CALL TO ORDER

With a quorum present, Chair Fleury called the meeting to order at 9:03 a.m.

2. ADOPTION OF AGENDA

Chair Fleury called for a motion to adopt the meeting agenda as submitted; on a motion by Regent Harris, seconded by Regent Cohen, the Agenda was unanimously adopted as presented.

3. APPROVAL OF PREVIOUS MEETING MINUTES

On a motion by Regent Cohen, seconded by Regent Harris, the March 12, 2021 meeting minutes were unanimously approved as submitted.

4. VACCINE REQUIREMENTS AT CSCU FOR FALL 2021

Chair Fleury introduced the item:

- Vaccines make coronavirus mitigation and back-to-school planning possible.
- At the last BOR meeting, the question of mandating vaccinations for students and employees of the system was advanced by Dr. David Blitz, Vice Chair of the Faculty Advisory Committee.
- CSCU Interim President Dr. Jane Gates had been reflecting and researching the issue with her management team and charged a working group of the FAC to assess the circumstances/issues and map out a path to a vaccination policy for the System.
- The BOR, CSCU System Administration, and the FAC were very well aligned in the priority that our safety is best advanced by having broad vaccination through the System - students, faculty, and staff.
- It is straightforward for the Board of Regents to advance a policy to mandate vaccinations for students while providing for appropriate exceptions. There are issues to work out for represented faculty and staff.

General Counsel Ernestine Weaver provided the following remarks concerning the path forward, the complexities, and the direction to the management team:

- The FAC recommended that everyone on a CSCU campus be required to be vaccinated in order to participate in the CSCU community in person. The CSCU supports this recommendation as the most effective way to have fully operational and safe campuses this fall.
- However, in order to require unionized employees to be vaccinated, we must receive consent from each of the employee bargaining units. It was not possible to secure that consent in time for the June Board meeting.
- Therefore, there are two separate actions that Board is asked to take within this item.
 - The first is to address vaccination requirements for students and
 - The second to authorize the CSCU President to create processes and procedures to mitigate the COVID-19 spread that may result from the presence of unvaccinated employees, vendors and visitors on CSCU campuses.
- So, there is only one policy before you. That policy is limited to immunization requirements for students only.
- As it is not possible to create a policy requiring vaccination of all employees at this time, the resolution provides a delegation of authority to the CSCU President such as
 - Implementing a requirement that all employees be vaccinated, as recommended by the FAC, provided that consent is provided by all of the bargaining units on CSCU campuses;
 - and authorizes the CSCU President to engage in mitigation measures such as:
 - Creating policies that require all employees to be masked at all times while indoors on a BOR controlled property, unless the employee attests to being fully vaccinated.
 - Creating policies that require all vendors, service providers and visitors to be masked at all times while on a BOR controlled property.

RESOLUTION

Policy Regarding COVID-19 IMMUNIZATION REQUIREMENTS FOR STUDENTS

June 24, 2021

WHEREAS, Interim President Dr. Jane Gates charged a working group of the Faculty Advisory Committee of the Board (“FAC”) to consider, among other things, best practices for ensuring the safe reopening of campus, including COVID -19 vaccination requirements;

WHEREAS, in the spirit of cooperation, the FAC Working Group presented a report of its recommendations and its proposed resolution; and in the spirit of cooperation by CSCU staff various recitals presented by the FAC are reprinted and appear in this document for the purpose of furthering this collaboration for the safety of CSCU campuses;

WHEREAS, the Connecticut Board of Regents for Higher Education is bound by a moral imperative to take definitive steps to keep members of its constituent campus communities safe from harm;

WHEREAS, CSCU staff have been meeting regularly with the Governor's office, the Office of the Attorney General and the Department of Public Health to understand the policy options and mitigation protocols before CSCU to manage the risk of COVID-19;

WHEREAS, COVID-19 remains an epidemic that can threaten the lives and well-being of all members of the CSCU institutions and communities and will likely impact the Fall 2021 return to on ground classes;

WHEREAS, COVID-19 vaccine doses are now readily available 'over the counter' at pharmacies and other health care centers, in the case of Pfizer to all those 12 and over, at no cost to the user;

WHEREAS, other public institutions of higher education in New England and around the country, as well as the University of Connecticut have adopted mandatory vaccination policies for its students; therefore, be it

RESOLVED, the attached Policy regarding COVID-19 Immunization Requirements for Students is hereby adopted, and be it further

RESOLVED, the CSCU President is authorized 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; including but not limited to requiring vaccination for all employees.

Chair Fleury requested a friendly amendment to assure that this resolution expresses that the recommendation for a vaccine requirement for everyone across the System is not just that of the FAC and the working group, but that of the management team and the Board of Regents.

On a motion by Regent Cohen, seconded by Regent Jimenez, the friendly amendment was approved unanimously and will be crafted by General Counsel Ernestine Weaver for inclusion in the final resolution sent to the Board for consideration.

On a motion by Regent Cohen, seconded by Regent Jimenez, the resolution with the friendly amendment was unanimously approved.

Interim President Dr. Jane Gates provided the following remarks:

- We are pleased that everyone is in agreement that this is a moral obligation and that all constituencies are in support of ensuring a very safe environment.

5. EXECUTIVE SESSION

On a motion by Regent Harris, seconded by Regent Cohen, the Committee voted unanimously to go into Executive Session at 9:21 a.m. for discussion concerning collective bargaining.

At the request of Chair Fleury, Dr. Gates, Dr. Pritchard, Ben Barnes, Andy Kripp, Ernestine Weaver, and Terrence Cheng remained with the Board.

The Board came out of Executive Session at 10:25 a.m. at which time Chair Fleury noted there were no votes taken in executive session and that discussion was limited to collective bargaining.

6. ADJOURNMENT

Chair Fleury declared the meeting adjourned at 10:25 a.m.