

# Joint Meeting Academic & Student Affairs Committee Human Resources & Administration Committee Friday, December 2, 2022 @ 9:30 a.m. Conducted Via Remote Participation

### **Meeting Minutes**

ASA COMMITTEE	PARTICIPATING
Ira Bloom, Chair	Yes
Holly Howery	Yes
Juanita James	Yes
Jim McCarthy	Yes
Rick Porth	Yes
Colena Sesanker, ex officio	Yes

HR/ADMIN COMMITTEE	PARTICIPATING
Holly Howery, Chair	Yes
Richard J. Balducci	No
Elease E. Wright	No

#### **CSCU STAFF PRESENT:**

Angelo Simoni, Senior Executive Director, CSCU Compliance & Student Relations Pam Heleen, Assistant Secretary of the Board (recorder)

Asst Secretary of the Board welcomed everyone to the joint meeting of the Academic & Student Affairs Committee and the Human Resources & Administration Committee. The meeting is required annually by General Board Policy 5-2, Sexual Misconduct Reporting, adopted in July 2020. She called the meeting to order at 9:05 a.m.

#### SEXUAL MISCONDUCT REPORT UPDATE

- Angelo Simoni provided the Committees with an overview of the Sexual Misconduct Reports for CSCU and the training and community support that is provided. The presentation is included in its entirety as Attachment A.
- Open discussion followed:
  - Regent Howery thanked Mr. Simoni for bringing forward some of the resource information and asked if the number of reports were roughly proportional to the size of the campuses. Mr. Simoni responded that the number of reports depended on how the campuses were operating in 2021 (hybrid, online, on ground, residence halls at less than full capacity). In recent years, CCSU and ECSU had concerns related to Title IX which may have increased the number of reports that were received. He believes that, in general, we have done a good job ensuring that students feel comfortable reporting these instances and providing multiple avenues to make the report.
  - Regent McCarthy also thanked Mr. Simoni for the presentation and asked if there is a formal assessment project. Considering the constraints of staff and budget, he asked specifically if Mr. Simoni had access to any group who could come in and do a formal assessment or is it done internally to help guide in setting priorities and focus on the most effective approaches. Mr. Simoni responding that he and the Office of General Counsel are watching very closely the federal Dept. of Education proposed revised regulations for Title IX.

Policies and procedures will be revised to reflect any changes. Within the past 6 - 9 months, a consulting group came in to ECSU to conduct a formal audit of their Title IX policies, procedures, and operations. Recommendations were made to adjust practices to make them more student-friendly. Open dialogue with campus Title IX staff occurs regularly. Regent McCarthy asked if there is a regular schedule of audits or if they are commissioned when there is a perceived need. Mr. Simoni noted that system leadership is discussing a more regular schedule of audits/reviews. Regent McCarthy asked if Title IX was involved with accreditation. Simoni noted that Title IX is not part of that process.

- Regent James echoed her colleagues on the comprehensiveness of the report. She asked if there is a good communication process with the outside agencies and organizations that the campuses partner with to ensure a high level of quality for student support services. Mr. Simoni stated that campuses have Memoranda of Understanding (MOUs) with each of the local providers and we rely on the campuses to maintain, develop, address and assess the relationships they have with the local providers. To date, Mr. Simoni has not heard of any issues or concerns with local providers. The program, TimelyCare has really met the needs of the community college students instead of going to an offsite physical location for support and services. The on-campus support staff, outside agencies, and TimelyCare have really provided the needed support to students.
- Professor Sesanker asked if there was any comparison to national or state rates of sexual violence. Mr. Simoni stressed that as each report is concerning, we are pleased that students feel comfortable filing a report. The CGA website includes reports from all public and private institutions across Connecticut. There hasn't been a formal comparison of our 17 schools and others across the country for reports and disclosures.
- Regent Bloom asked about two statistics from the presentation. First, there were "0" reports from the community colleges in 2021. Mr. Simoni noted that the 2021 reporting for community colleges is on par compared to other years. COVID and virtual instruction had an impact on reporting; students were not physically on campus. He noted that disclosures are different and student supports are still provided, but they are not included in the statutorily required reports. Regent Bloom asked who hears an appeal. Mr. Simoni explained that it depends on who handles the hearing and where the incident occurred; it will differ campus-by-campus, but the same person who hears the case will not hear the appeal. It will be a neutral third-party. Specific training is required to hear and adjudicates the case, as well as handling any appeal. The recent audit at ECSU has concluded that all our policies and procedures are legally sound.
- Regent Porth stated that he appreciated the comprehensive report. He asked for clarification about the report that indicated 4 appeals were upheld. He asked if the original decision was upheld. Mr. Simoni confirmed that the original decision was upheld.

### **ADJOURNMENT**

The meeting adjourned at 10:12 a.m.

# 2021 Public Act 14-11 Sexual Misconduct Report Summary for CSCU

Angelo Simoni
CSCU Sr. Executive Director; Compliance, Equity & Student Relations;
CSCU Title IX Coordinator
Office of the General Counsel



### **Key Things To Remember**

This presentation satisfies the data sharing requirement in the Sexual Misconduct Support Services Policy, as approved by the BOR.

Spring 2021: Most of the campuses were operating in a remote/hybrid state, which may have resulted in a lower number of reports for some of the campuses in this reporting period.



### **Sexual Misconduct Terms**

<u>Report</u> means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment. At the time of the filing the formal complaint, the complainant must be participating in or attempting to participate in an education program or activity of the institution.

<u>Disclosure</u> is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.



# Reports of Sexual Assault, Intimate Partner Violence (IPV) & Stalking – 2021

### Student Reports at the CSUs:

15-Sexual Assault

4-Stalking

6- Intimate Partner Violence (IPV)

### **Student Reports at the CCs:**

0- For all categories reported

### **Student Reports at COSC:**

0- For all categories reported



<sup>\*</sup>Revision-Central & Eastern had originally combined Disclosures & Reports. The numbers above now accurately reflects Reports only.

## CSU Data Breakdown-2021

### • CCSU:

- Total Reports\*
  - 2 Sexual Assault
  - 2 Stalking
  - 0 Intimate Partner Violence (IPV)

### • ECSU:

- Total Reports\*
  - 4 Sexual Assault
  - 0 Stalking
  - 1 Intimate Partner Violence (IPV)



<sup>\*</sup>Revision-Central & Eastern had originally combined Disclosures & Reports. The numbers above now accurately reflects Reports only.

## CSU Data Breakdown-2021

### • SCSU:

- Total Reports
  - 4 Sexual Assault
  - 1 Stalking
  - 2 Intimate Partner Violence (IPV)

### • WCSU:

- Total Reports
  - 5 Sexual Assault
  - 1 Stalking
  - 3 Intimate Partner Violence (IPV)



# **Investigations - Students**

- In 2021 there were 21 total investigations of student reports.
- In 6 cases the student was found not responsible/no violation.
- In 10 cases the student was found responsible & suspended/expulsion.
- In 1 case the student was found responsible & given probation/warning.
- There were 4 appeals and were upheld.
- Some reports did not move to an investigation due to the complainant not wishing to proceed (and with a proper threat assessment done).



### **2020** Student Data-Comparison Point

### **Student Reports-**

(28) reports of sexual assault, (7) reports of intimate partner violence (IPV) and (7) reports of stalking for a total of (42) reports involving students across the system.

The CSUs comprise the (28) sexual assault reports, the (7) IPV reports, and (5) of the (7) stalking reports. (2) of the (7) stalking reports were at the community colleges.

There were (0) reports at COSC.



# CSCU Title IX Website & PA 14-11 Sexual Violence Reports

### **CSCU Office of the General Counsel- Title IX Webpage**

https://www.ct.edu/legal

### **Public Act 14-11 Sexual Violence Reports**

Annual reports to the Higher Education and Employment Advancement Committee

https://www.cga.ct.gov/hed/





### **Title IX AT CSCU**

### **About Title IX**

Title IX is a federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance. Title IX's prohibition of sex discrimination includes the prohibition of sexual harassment and sexual violence. Sexual harassment is unwelcome conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other verbal and nonverbal, or physical conduct of a sexual nature, including rape and sexual assault.



∠ Title IX Grievance Procedures

CSCU is committed to preventing and addressing sexual harassment and sexual violence and does not tolerate sex discrimination of any kind. This prohibition is further explained in the A Sexual Misconduct Reporting, Supportive Measures and Processes Policy.

### **Title IX Coordinators**





### **Title IX Coordinators**

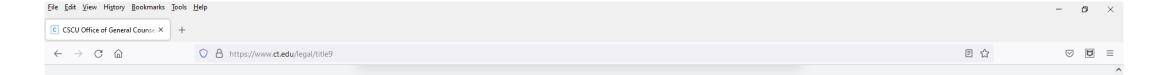
CSCU has designated Angelo Simoni as the system Title IX Coordinator.

Angelo Simoni, Jr.
Title IX Coordinator
Connecticut State Colleges and Universities (CSCU)
860-723-0165
simonia@ct.edu

Each of the 12 Community Colleges and COSC have a Deputy Title IX Coordinator and the 4 CT State

Universities have a Title IX Coordinator. The Deputy Title IX Coordinators and the Title IX Coordinators have
special training in helping students who are facing issues related to sexual harassment and assault. The
Deputy Title IX and Title IX Coordinators are also responsible for monitoring compliance with Title IX and
ensuring that reports of sex discrimination, sexual harassment, and sexual violence are investigated and
addressed by the institution. Each campus has a webpage providing contact information for the Deputy Title
IX or Title IX Coordinator as well as other personnel on campus who can provide assistance.

<b>⊗</b> CSCU Campus Title IX Websites	
Campus	Location
Central Connecticut State University	New Britain
Eastern Connecticut State University	Willimantic
Southern Connecticut State University	New Haven
Western Connecticut State University	Danbury
Asnuntuck Community College	Enfield
Capital Community College	Hartford
	N. D.Y.



### Public Act No. 14-11, "An Act Concerning Sexual Assault, Stalking and Intimate Partner Violence on Campus."

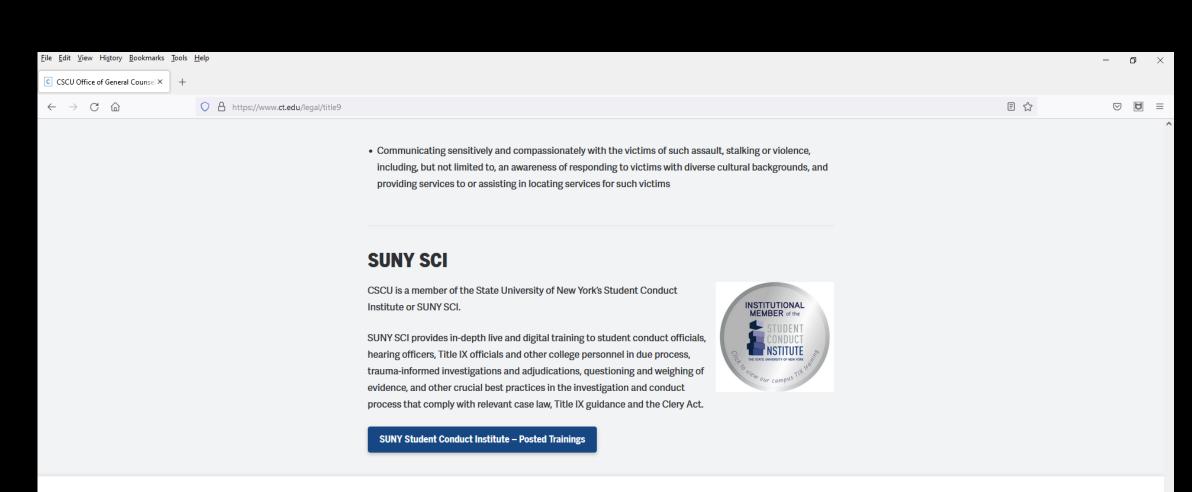
On July 1, 2014 the Connecticut General Assembly enacted Public Act No. 14-11, "An Act Concerning Sexual Assault, Stalking and Intimate Partner Violence on Campus." The Act strengthened existing CT law regarding the response and prevention of sexual assault, stalking, and intimate partner violence. The Act also requires institutions of higher education in CT to submit a detailed report to the Higher Education Committee on aspects of programming, response, and training. The reports can be found on the Higher Education and Employment Advancement Committee website https://www.cga.ct.gov/hed/.

### **Campus Resource Teams (CRT)**

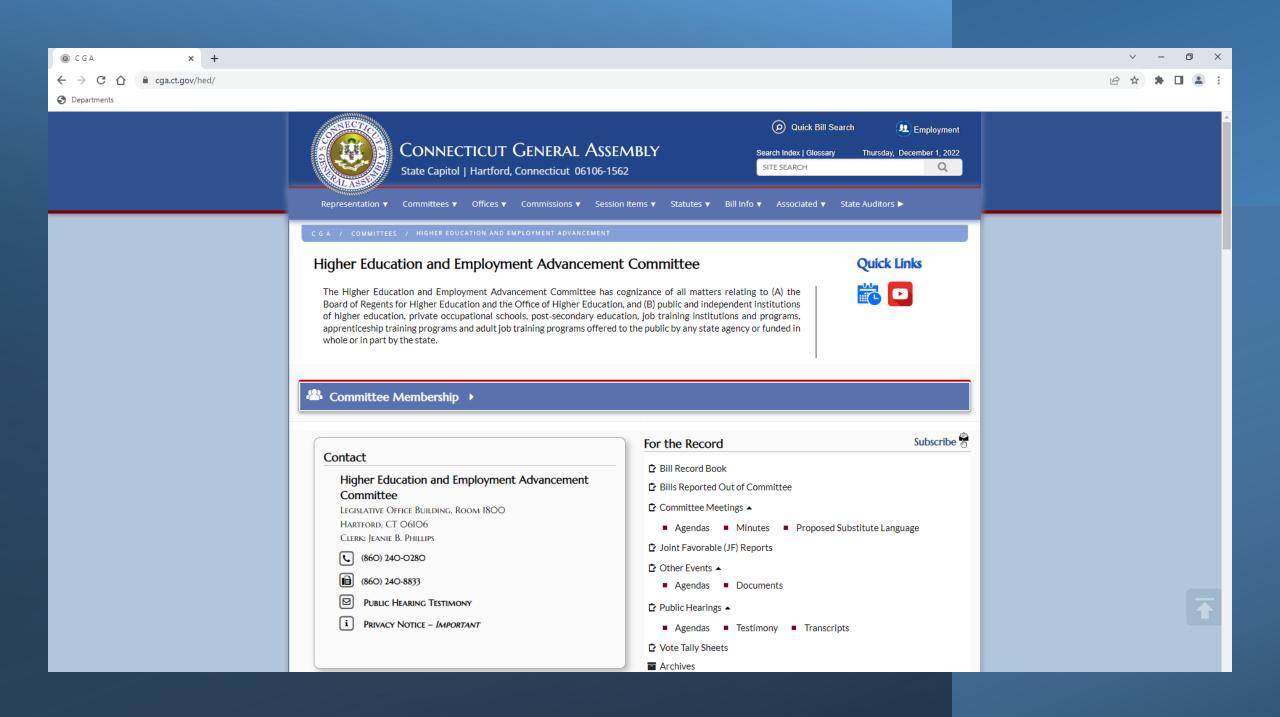
Every CSCU institution has a Campus Resource Team (CRT). The CRT's include CSCU employees and offcampus community partners who work to prevent and address sexual assault, dating violence, domestic violence and stalking on their respective campus. The CRT's use a coordinated community approach to ensure the campus provides a trauma-informed response to victims and survivors.

Public Act No. 14-11 established the Campus Resource Teams as well as provided guidance on their role. Each member of the CRT shall be educated in:

- The CSCU sexual misconduct and intimate partner violence policy
- Awareness and prevention of sexual assault, stalking and intimate partner violence, and communicating
  with and providing assistance to any student or employee of the University or College who is the victim of
  such assault, stalking or violence
- The provisions of Title IX of the Elementary and Secondary Education Act of 1972, and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

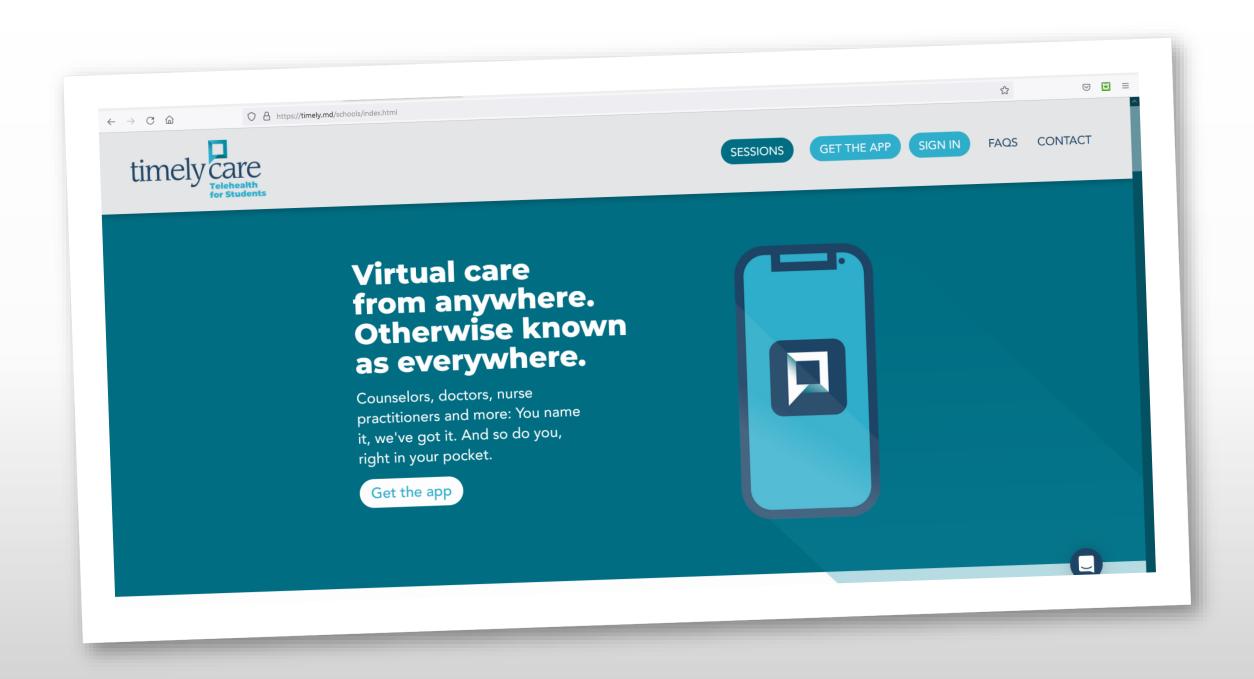


**CSCU Resources** Social Media 61 Woodland Street Hartford, CT 06105 myCommNet **Employment** Twitter ☑ Contact ■ Flickr Office 365 Directories **%** 860-723-0000 NetID **BOR Policies** ■ LinkedIn ©CSCU Student Complaints **Faculty Resources** YouTube Privacy Notice ☼ CSCU Connect



# Training, Partnerships & Resources





# TimelyCare @ CC's and COSC

- Students can receive 12, individual counseling visits (including for sexual assault, domestic violence and stalking victims).
- Offer scheduled and on-demand medical visits. Licensed providers are trained to treat a wide range of medical conditions.
- A licensed, board-certified TimelyCare provider will review and discuss symptoms, make a diagnosis, and develop the treatment plan.
- TimelyCare providers are licensed and able to prescribe certain medications as part of the care plan, if clinically appropriate.



# Training – CSCU Constituents

The CSCU campuses participated in a variety of training opportunities in 2021. Many of these opportunities were provided through the systemwide DOJ, Office on Violence Against Women, CSCU SAFE grant.

### Training topics include:

- Preventing & Responding to Intimate Partner Violence on Campus
- Stalking on Campus
- The Neurobiology of Trauma on Survivors of Sexual Violence
- Supporting LGBTQ+ Survivors of Sexual Violence
- Bringing in the Bystander
- Determining Dominant Aggressor in IPV Cases (Campus Police/Security)
- VAWA Amendments to the Clery Act
- Supporting Student Survivors with Disabilities

Training was also provided through online modules and live virtual trainings from the SUNY Student Conduct Institute (SCI).

Over 150 CSCU staff completed more than 350 hours of training on Title IX related topics.



# **Training - Students**

- *Not Anymore* is a video-based, online interactive training program that uses student testimonials to engage students in Title IX and VAWA-required interpersonal violence prevention education. The program addresses consent, sexual assault, dating violence, stalking, bystander intervention, sexual harassment as well as CSCU policies and procedures.
- Students also received training using the Bringing in the Bystander® curriculum. Bringing in the Bystander® is an evidenced-based curriculum that uses a community of responsibility approach that aims to equip students with skills to identify and intervene safely in risky situations and build empathy for survivors of sexual violence.
- Over 2K students were trained in the *Bringing in the Bystander* program through 2022.



# Resources @ ECSU



### Sexual Assault & Interpersonal Violence Response Team (SAIV-RT)

#### Seek an Advocate

ECSU Victim Advocate 860-465-4314 Off-Campus Member: The Sexual Assault Crisis Center of Eastern Connecticut \* 860-456-2789 Off-Campus Members: United Services, Domestic Violence Program \* 860-456-9476

Connecticut Office of Victim Services \* 860-822-8428

### Eastern Connecticut State University Sexual Assault & Interpersonal Violence Response Team Members (On-Campus)

LaMar Coleman, Vice President of Equity and Diversity Sara Madera, Title IX Coordinator Kemesha Wilmot, Dean of Students Dwayne Cameron, Director of Student Conduct Starsheemar Byrum, ECSU Victim Advocate Tim Viens, Detective, Eastern Police Dept.
Lisa Hamilton, Police Sergeant, Eastern Police Dept. Amy Coffey, Associate Dean of Arts and Sciences Chris Drewry, Associate Dean of Professional Studies Bryce Crapser, Director of CAPS, \*
Joe Breton, Dir. of Student Health Services \*
Father Larry LaPointe, Campus Minister \*

### Get Medical Assistance

Student Health Services \* 860-465-5263

Windham Hospital \* 860-456-6715

### Contact Law Enforcement

Eastern Police Dept. 911 | 860-465-5310

Local Police Dept. 911 | 860-465-3135

### Make a Report

Title IX Coordinator 860-465-5012

Student Conduct 860-465-0063

### Request Accommodations

Title IX Coordinator 860-465-5012

ECSU Victim Advocate 860-465-4314 You can request for:

- a housing change
- a class reassignment
- a no-contact directive
   extensions on class assignments
- others changes

### Recieve Counseling

Counseling and
Psychological Services \*
860-465-0181

Campus Ministry \* 860-423-0856

All members of the SAIV-RT will use discretion and honor confidentiality to the best of their ability. **Members with an asterisk\* by their name or department are empowered by law to maintain confidentiality.** If you observe behavior that is of concern, tell somebody.



### KNOW YOUR TITLE IX RIGHTS

Federal Title IX regulations declare that sexual barassment is a form of discrimination and requires

All complaints/ disclosures will be heard and will be taken seriously. All complainants and respondents involved with Title IX will be communicated with and updated regularly throughout the process.

We will practice trauma-informed, person-centered practices to ensure equitable, fair and supportive treatment for all.

GUARANTEES
FROM THE
OFFICE OF EQUITY
RIVERSITY/TITLE IX
WILL be prompt.

will be promp thorough and confidential.

We will work toward a fair and just resolution to all cases.

For more information or to submit an online report:
Scan this code to go to the

Title IX website.



### TITLE IX RESOURCES

Victim Advocates

Support Advisors

Academic Accommodations

Interim Supportive Measures

Connection to Law Enforcement



GELSI-YOUNG HALL Room 254 (860) 465-5112

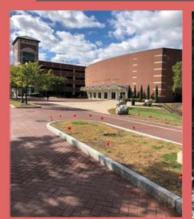


### What is the Red Flag Campaign?

The Red Flag Campaign is a public awareness campaign designed to address dating violence and promote the prevention of dating violence on college campuses. Through using the "bystander intervention" strategy, the campaign encourages friends and other campus community members to "say something" when they see warning signs ("red flags") for dating violence in a friend's relationship.

Source: The Red Flag Campaign. Org

### Have you noticed these flags on campus?







# CCSU

# Community Partnerships

All CSCU institutions hold formal MOUs with the community sexual assault and domestic violence program in their area. Additionally, the CT Coalition Against Domestic Violence (CCADV) & the CT Alliance to End Sexual Violence (The Alliance) partner with CSCU in several areas such as:

- Training
- Provide a 24/7 hotline in both English & Spanish to CSCU students and employees
- Free and confidential counseling either on or off campus
- Assistance with prevention programming and awareness campaigns
- Participation on Campus Resource Teams
- Hospital accompaniments
- Assistance with navigating criminal & civil court procedures



# Gateway CC



### WE BELIEVE YOU.

Sexual contact without your consent is wrong and it's a crime. Sexual violence can include the use of coercion, manipulation, threats, intimidation, force, or abuse of power.

No matter what the circumstances were, help is available.

All services provided by The Alliance's sexual assault crisis programs are free and confidential. These services include:

- · certified sexual assault victim advocates
- . 24/7 hotline services in English and Spanish
- · short-term counseling for individuals
- Information and referrals to other social and legal services
- accompaniment and support in hospitals, police departments and courts

### WE CAN HELP.

Call the 24/7 free and confidential statewide hotline.

English:

1-888-999-5545

Españoli

1-888-568-8332

CONNECTICUT ALLIANCE

Support, Advocate, Prevent.



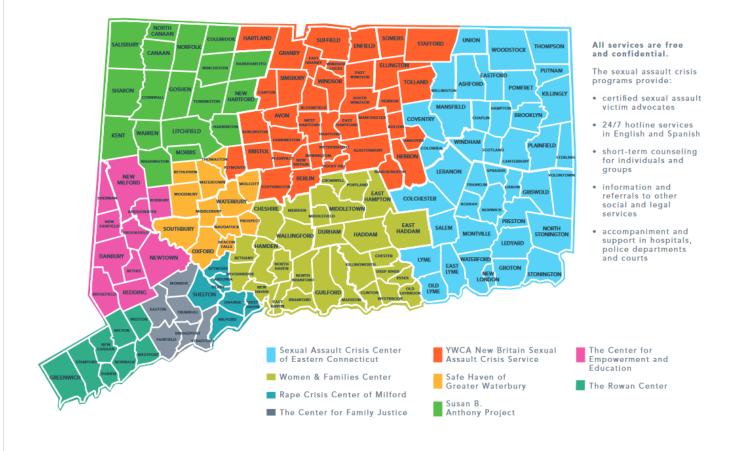


formerly CONNSACS

### 24-Hour, Toll-Free Hotlines:

1-888-999-5545 (English) | 1-888-568-8332 (Español)

Connecticut Alliance to End Sexual Violence is a statewide coalition of individual sexual assault crisis programs whose mission is to end sexual violence and to ensure high-quality, comprehensive, culturally competent sexual assault victim services.



# Summary

### CSCU has a comprehensive Title IX plan, which includes:

- On-going training for students & employees (both virtual and inperson)
- Community partnerships
- Counseling & advocacy services
- Case triage and consult between System Office Title IX Coordinator and CSUs, CCs, & COSC



# QUESTIONS?





### Academic & Student Affairs Committee Friday, December 2, 2022 @ 9 Conducted via Remote Participation MINUTES

Regents Present: Academic and Student Affairs Committee

Ira Bloom (Chair), Juanita James, Richard Porth, James McCarthy

Ex-Officio BOR

Members: Professor Colena Sesanker

Staff Present: Kaylah Davis, Rai Kathuria, Kenneth Klucznik, Alice Pritchard, Noreen

Wilson

Other Attendees: Dave Ferreira, Kim Kostelis, Lisa Frank, Timothy St. James, Robert

Prezant, George Peffer

1. Call to Order: Declare Quorum

The meeting was called to order at 10:12 AM by Chair Ira Bloom.

### 2. Approval of Minutes

a. October 7, 2022 – *Page 1* 

Chair Ira Bloom asked for a motion to approve the minutes of the Oct 7, 2022, BOR ASA Committee meeting. On motion by Regent Juanita James and second by Regent Richard Porth, a vote was taken, and the minutes were unanimously approved.

### 3. Consent Items

### 4. Action Items

a. Strategic Vision – Page 5

Dr. Alice Pritchard, Chief of Staff, presented on the new Strategic Vision document. The new strategic vision document serves as an update to the initially created vision from 2012. There is no change to the mission statement, however, the vision and goals were refreshed. Four goals in total were created, student success, innovation and economic growth, affordability and sustainability, and systemness, to which equity has been integrated into each. The newest goal of systemness was formed as an effort to promote unity. The goals and vision serve as an umbrella to which the individual institutions will use as they function and create their own strategic plans.

Regent Juanita James added that the goals may vary in implementation based on location, and to ensure adaption and support as challenges or opportunities arise. Regent James McCarthy applauded the vision and its goals in its concise format, and the linkage of the past, present and future, while showing continuity in values. Professor Colena Sesanker added that the liberal arts program is mentioned in the vision but should ensure that this value is maintained throughout the goals. Dr. Pritchard responded to this comment by adding that social justice is a core value and that it should be reflected. Regent Richard Porth commented that cost and continued investment is a factor for students as they consider debt that will be incurred. CSCU excels in comparison to other institutions on this factor. Chair Ira Bloom added to this by stating that part of the excellence that CSCU offers is the liberal arts programs. The fourth goal of systemness and the emphasis on this, especially within the last year becomes important as economic challenges occur. Both Chair Ira Bloom and Regent James McCarthy agreed on the importance of the vision and goals document being shared internally for the time-being as this document should be used in all aspects of implementation.

Chair Ira Bloom asked for a motion to approve the document subject to the editorial changes. On a motion by Regent Richard Porth and second by Regent Juanita James. A vote was taken, and the document was approved unanimously.

### b. Appointment Recommendation

faculty.

i. Recommendation to Appoint Martin Geitz to the American Savings Foundation Endowed Chair in Banking Finance – *Page 10*Kimberly Kostelis, Interim Provost and Vice President for Academic Affairs and Dr. Lisa Frank, Dean of School of Business presented. The endowed chair was founded in 2003. This chair educates students using real world banking and finance, develops programs that address needs of the banking and finance industry, and engage in local community outreach with industry leaders. Mr. Martin Geitz will be a beneficial resource to student and valued member of the

Regent James McCarthy commented on the CV of Mr. Geitz and referenced his bachelor's degree in German Literature and Political Science in connection with the newly revised strategic plan and the importance of liberal arts programs. Both Regent James McCarthy and Chair Ira Bloom expressed concern regarding the appointment at the assistant professor level as opposed to professorship based on Mr. Geitz' background and experience. Additionally commenting that a professorship title would be more appropriate for a special appointment of an endowed chair. Both agreed that a special appointment at a professor level, would be a more enticing opportunity for leaders in the field. Provost Kimberly Kostelis responded to the concern stating that the appointment at the assistant professor level was at the recommendation of their Human Resources Office, but that this can be reviewed and confirmed that she also welcomes other industry leaders of this caliber. Regent Juanita James added that the conversation of the professor level is important and should be discussed with the proper parties involved at a designated time at a future meeting.

Chair Ira Bloom asked for a motion to approve this appointment recommendation pending further study. On a motion by Regent Juanita James and second by Regent James McCarthy. A vote was taken, and the appointment recommendation was approved unanimously.

### 5. Informational Items

- a. Below Threshold
  - i. Child Studies B.S. Charter Oak State College *Page 18*
  - ii. RN/ADN to BSN B.S.N Charter Oak State College Page 22
  - iii. Physics B.S. M.S. Accelerated Pathway Option Southern CT State University *Page 28*

### b. Refugee/Asylee Report Update

Dr. Alice Pritchard, Chief of Staff presented an update on the refugee initiative. The initiative is continuing to have fruitful conversations, leading to the building of relationships, including the ESL Council. This new network serves as an aid to students to ease burdens on enrollment and assist with resources. This initiative has found that there are barriers that exist not only for refugees, but also undocumented and first-generation students. The group intends to continue its conversations, network building, and identification of resources to best assist the students that experience those barriers.

Chair Ira Bloom called for a motion to adjourn the meeting. On a motion by Regent James McCarthy, seconded by Regent Juanita James, a vote was taken and the motion to adjourn was passed unanimously at 10:52AM.