

BOARD OF REGENTS FOR HIGHER EDUCATION
Committee on Human Resources and Administration

Regular Meeting - 1:00 pm, Thursday January 11, 2018
Regents Boardroom, Ground Floor, 61 Woodland Street, Hartford, CT

AGENDA

1. Call to Order
2. Approval of [Meeting Minutes of October 12, 2017](#)
3. Discussion: Management/Confidential Classification and Compensation Structure under Students First Initiative
4. Discussion: Leadership Staffing in new Community College of CT
5. Discussion: Hiring policy for Students First leadership structure
6. Executive Session (if needed)
 - a. Discussion: update on pending litigation
 - b. Discussion: appointment or evaluation of public officer or employee
7. Old Business
8. New Business
9. Adjournment

Committee members

Naomi K. Cohen, Chair
Yvette Melendez
Richard J. Balducci
Elease Wright
David Jimenez

**BOARD OF REGENTS FOR HIGHER EDUCATION
HUMAN RESOURCES AND ADMINISTRATION COMMITTEE
DRAFT MINUTES
OCTOBER 12, 2017 8:30AM
61 WOODLAND STREET, HARTFORD, CT**

COMMITTEE MEMBERS PRESENT:

Naomi Cohen, Chair
Richard Balducci
David Jimenez (Telephonic)
Yvette Melendez (Telephonic)
Elease Wright

STAFF PRESENT:

Alice Pritchard, Chief of Staff
Steven Weinberger, Vice President for Human Resources
Ernestine Weaver, Counsel

GUESTS PRESENT:

Stephen Adair, Faculty Advisory Committee

CALL TO ORDER

With a quorum present, Chair Cohen called the meeting to order at 8:35a.m.

DISCUSSION OF CODE OF CONDUCT

Chair Cohen reviewed the process and progress on the development of the Code of Conduct and thanked the representatives from the Faculty Advisory Committee, Stephen Adair, TJ Barber and Patrice Farquharson, for their work in helping to shape the final product.

Chair Cohen confirmed that the committee members received all of the comments submitted to CSCU as part of the three week public comment period for CSCU faculty and staff. She noted that a few of the changes were editorial in nature and some were substantive in nature. As a result of that input, a change was made to the title of the document and to the note section on the first page.

Regent Jimenez could not review the full document before the call but asked for a red-lined version and promised review by the Board meeting. He abstained from a vote on the Code until he had an opportunity to review.

Regent Melendez asked for clarification on the addition to the note section. Chair Cohen indicated that a number of comments came in asking for confirmation that the Code of Conduct would not supersede the collective bargaining agreement. Language was added to make that point clear on page 1.

Regent Wright shared her favorable review of the document indicating she felt the latest draft incorporated important edits raised in the public comment period while also not making the document more cumbersome.

Chair Cohen offered Stephen Adair an opportunity to comment given the FAC's involvement in the drafting process. Stephen noted that all the schools endorsed five edits proposed by the CSU Leadership Group and urged the Committee's inclusion of all. Chair Cohen indicated that the first of the five proposed edits by the CSU Leadership Group was incorporated in the page 1 note. Others were addressed in the document in concept but not verbatim from the Leadership Group's submission. CSU Regent Balducci concurred with the Chair's assessment of the needed revisions.

Regent Jimenez commented that the Committee could entertain edits in the future and that this version of the policy is a good start.

Regent Melendez concurred with Regent Wright that this is a good balance of the standards expected by the Board and the value statements endorsed by FAC and the Leadership Group. She thanked all for their efforts to finalize the policy.

With no further discussion, a motion was made by Regent Balducci and seconded by Regent Wright. The motion reads:

Resolved that the Board of Regents adopts the Connecticut State Colleges and Universities System Code of Conduct for Regents, Employees and Volunteers.

The motion was approved with Regent Jimenez abstaining.

With no further business, the meeting was adjourned at 9:05am with adoption of a motion by Regent Balducci and seconded by Regent Melendez.