Call to Order

Chairman McHugh called the meeting to order and requested a motion to approve the Regular Session Minutes of March 4, 2005. Mr. Balducci so moved; Mr. Pugliese seconded the motion and it was approved unanimously.

Chancellor/Presidents Reports

Chancellor Cibes provided an update on legislative matters of interest, reporting that the Ed.D. bill was passed and that at this point it does not appear there will be a statutory tuition freeze. He said that he believed funding will be forthcoming for the full
current services request, however it will be difficult to find funding for the above current services request (for additional faculty lines). The legislature has suggested that we present a plan for the next session for funding options to hire more faculty.

Chancellor Cibes reported that proposed matching grant legislation requires that any endowment funds raised that exceed the amount of endowment funds raised in the previous year, will be matched at a 1 to 2 ratio. However, any funds less than or equal to the amount of endowment funds raised in the previous year, will be matched at a 1 to 4 ratio. Additionally, a separate bill has been proposed to provide an audit of the endowment fund state grants in the foundations. He noted while the language is much improved over what was originally considered, some additional modifications need to be included to protect the confidentiality of donors and ensure that foundation board members would not be required to submit financial disclosure documents.

Chancellor Cibes noted that the Governor recently called attention to the amount of money spent by agencies on 411 information calls last year ($400,000). In response to her request that all agencies review their costs in this area, he indicated that each of the CSU universities has cut off access to 411 that will result in an initial estimated savings of $16-20,000 per year. He pointed out that there are a number of Internet sites available for the purpose of finding telephone numbers.

Chancellor Cibes referred to several data reports in the folder regarding spring enrollments and the new students who enrolled for the first time during the 2004-05 academic year. He pointed out that only 43% of CSU students are first-time, full-time freshmen; they are the students counted in the analysis of graduation rates. But in turn, the 57% of new students who are part-time and transfer students are not counted illustrating that CSU also serves an important variety of other students and that analysts need to understand this.

Chancellor Cibes stated that the topic of the presidents' reports for this meeting was the Millennial Student. He noted that President Norton would provide her comments as part of her annual report presentation.

Each of the presidents provided a written report describing the characteristics of the Millennial Student, their expectations and needs, and what the university is doing to address those needs. The reports provided the following information:
Millennial Students are defined as those children born in or after 1982. They are very connected to technology they have never known life without computers and the Internet technology is an assumed part of life. They believe they can make a difference, have strong team instincts and value a sense of achievement. They welcome protection and have been sheltered and dependent on parents both emotionally and financially. They feel tremendous pressure to excel at everything they do and to fit in. They have experienced life in an increasingly violent and unpredictable world.

The presidents pointed out that the Millennial Student exhibits less positive characteristics such as overconfidence, short attention span, little respect for university authorities, impatience expecting immediate gratification and reward, and a strong sense of self-entitlement. As a result, these students experience more mental health issues such as depression, eating disorders and suicidal thoughts; developmental issues including immaturity in dealing with normal stresses and demands of daily life, relationship problems, and the inability to deal with failure and learn from it. They also face moral issues such as cheating, plagiarism, ethical dilemmas, inappropriate decision-making, and disciplinary problems.

President Carter commented that the services we provide for these students are vital and if these students do not receive the help they need, they may graduate but still be impaired.

President Aebersold indicated that there is now a greater obligation to help faculty understand these students and how to help them cope with their problems since at Central, 50% of full-time students fit into the Millennial Student category.

President Schmotter noted that given the pervasive nature of the challenges faced, a most reasonable goal must be steady incremental improvement and this will require a holistic commitment from the entire university community.

All the presidents agreed that it was important to work together to address the challenge of the Millennial Student.
Chancellor Cibes remarked that these reports demonstrates the kinds of things the presidents must deal with on a daily basis and that Board committees may want to deliberate about potential policies to address some of the needs.

Chairman McHugh commended the presidents for what they are doing to respond to these students, noting that it is evident that staff increases in this area are necessary and that the Board would be supportive.

**CHANCELLOR'S CONSENT ITEMS**

Chairman McHugh requested a motion to approve the CSU-AAUP Faculty Research Grant and the resolutions honoring the Henry Barnard Distinguished Students. Fr. Sullivan so moved; Mr. Pugliese seconded the motion and it was approved unanimously.

**CSU-AAUP RESEARCH GRANTS:** Funding for 152 proposals for total grants of $609,746 for the CSU System: $206,728 for Central Connecticut State University; $98,620 for Eastern Connecticut State University; $204,357 for Southern Connecticut State University; and $100,041 for Western Connecticut State University.

**RESOLUTIONS FOR THE FOLLOWING HENRY BARNARD DISTINGUISHED STUDENTS:**

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<tr>
<th>Central Connecticut State University</th>
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<tr>
<td>Brittany Bonchuk</td>
<td>Jamie Leigh Grace-Alvarado</td>
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<td>Jennifer Healy</td>
<td>Peter Downhour</td>
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<td>Rebecca Johnson</td>
<td>Margarita M. Aspuru</td>
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<td>Laura Urban</td>
<td>Rebekah A. Jackson</td>
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<td>Robyn L. Rodriguez</td>
<td>Steven Ortiz</td>
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<td>Bruce Demerais</td>
<td>Michelle L. Nelson</td>
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**ACADEMIC AFFAIRS COMMITTEE**

Mr. Doyle reported that the Academic Affairs Committee met on March 23rd at Central Connecticut State University and recommended the following actions:

*Establishment of a Bachelor of Arts Degree Program and a minor in Media Studies at Southern Connecticut State University:* This proposal is a modification of the current B. A. in Communication Media Studies to create a new B.A. program in Media Studies. It maintains the strengths of the current specialization while creating a flexibility to add new courses more aligned with the Media Studies discipline. It is designed to allow
students to examine the many contributing aspects of media theory and to explore the properties of media artifacts and to increase their awareness of the cultural contexts of mediated messages. Its new design is intended to more precisely target the educational experiences necessary to prepare majors as media scholars and industry executives.

Mr. Doyle moved approval of the resolution; Fr. Sullivan seconded the motion and it was approved unanimously.

RESOLVED, That the Board of Trustees for the Connecticut State University System approves Southern Connecticut State University's proposal to offer a Bachelor of Arts degree program and a minor in Media Studies, and be it further

RESOLVED, That under the authority granted to the Board of Trustees for Connecticut State University System in Chapter 185b, Section 10a-87 and 10a-149 of the Connecticut General Statutes, the Chancellor of the Connecticut State University System is authorized to seek licensure and accreditation for this program from the Connecticut Board of Governors for Higher Education.

Award an honorary Doctor of Humane Letters degree to former U. S. Secretary of State Madeline Korbel Albright by Southern Connecticut State University: President Norton notes in her nomination that Ms. Albright was the first female Secretary of State and the highest ranking woman in the history of the United States government. She is now the first Michael and Virginia Mortara Endowed Distinguished Professor in the Practice of Diplomacy at the Georgetown School of Foreign Service and the first Visiting Saltzman Fellow at Columbia University's Saltzman Institute of War and Peace Studies. She is the chairman of the National Democratic Institute for International Affairs, chair of the Pew Global Attitudes Project and president of the Truman Scholarship Foundation. Ms. Albright will deliver the seventh Mary and Louis Fusco Distinguished Lecture at Southern on April 20, 2005.

Mr. Doyle moved approval of the nomination; Fr. Sullivan seconded the motion and it was approved unanimously.

Mr. Doyle reported the committee was informed that the CSU system has received funding for $75,000 from The Connecticut Health and Educational Facilities Authority (CHEFA) for the development and expansion of a joint MSN in education between Southern and Western Connecticut State Universities, including online delivery of courses. The program addresses the shortage of qualified faculty in associate level
nursing programs at community colleges and hospitals, as well as a need for staff developers and educators in hospitals and other settings.

Mr. Doyle noted that the committee also discussed the Spring 2005 Enrollment at a Glance report which showed that for Spring 2005 total CSU enrollment was 33,479 students which is comparable to last Spring’s enrollment. Also, compared to last Spring, there are slightly more upper division courses, a small increase in full-time students, and a slightly higher percentage of students of color at the undergraduate and graduate levels. Additionally, a second report was New Students Entering the CSU System During the 2004-2005 Academic Year. This report showed that 43% of CSU’s new students were traditional first-time full-time students first enrolling in the Fall semester while 40% of the new students were transfer students and the remaining 17% are part-time first year students or first year full-time students enrolling in the Spring semester.

Mr. Doyle also called attention to the brochure regarding the four-campus Academic Assessment Conference hosted by Eastern at the end of the month. He noted that the program was very impressive and commended Dr. Lopez and her staff for supporting this collaborative effort.

FINANCE AND ADMINISTRATION COMMITTEE

Mr. Krapek reported that the Finance and Administration Committee met on March 24th and recommended the following:

*Connecticut State University System Policy On Consensual Relationships:* Due to the renewed focus on ethical conduct in state business, it is an appropriate time to formalize a clear and uniform statement of the university’s policy concerning consensual relationships between employees, and between employees and students. Consensual relationships between employees, or between employees and students, are susceptible to the outward appearance of exploitation, and can mar the trust and integrity of the teaching, coaching, supervisory or evaluative relationship. While these relationships may begin and remain consensual, they may later be characterized as non-consensual given the intrinsic power differences between the parties. This could expose the university to potential liabilities such as sexual harassment charges. Mr. Krapek highlighted each policy noting that the key factor in both instances is the existence of supervisory or evaluative authority between the parties.
Mr. Krapek moved approval of the resolution; Mr. Balducci seconded the motion and it was approved unanimously.

WHEREAS, The Connecticut State University System’s educational mission is founded on an atmosphere of mutual trust and respect between all members of the academic community; and

WHEREAS, Faculty members, as well as those individuals upon whom the University confers managerial, supervisory, or evaluative responsibilities, carry a special responsibility to adhere to the highest ethical and professional standards, and

WHEREAS, Clear and uniform policies are required to avoid any actions that may appear to undermine this atmosphere of trust and respect and, thereby, hinder the University’s educational mission, now therefore, be it

RESOLVED, That the Board of Trustees for the Connecticut State University System formally adopt the attached Policy on Consensual Relationships between Employees of the Connecticut State University System, and the Policy on Consensual Relationships between Employees and Students of the Connecticut State University System.

Policy on Consensual Relationships between Employees of the Connecticut State University System

The University’s educational mission is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the University confers managerial, supervisory, or evaluative responsibilities, carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the University’s educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a supervisor and employee. Such relationships are susceptible to an appearance of exploitation and can impair the trust and integrity of the employment relationship. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Connecticut State University strongly discourages romantic, dating or sexual relationships between employees with supervisory or evaluative authority and the employees that they supervise or evaluate. If a romantic or sexual relationship exists or develops between such individuals, the employee with supervisory or evaluative authority is required to recuse his or herself from participating in any supervisory or evaluative decisions regarding said employee. If that is not practical, then the employee with supervisory or evaluative authority is required to consult with the first appropriate manager in the chain of command who is not in any bargaining unit. The manager shall make arrangements for the unbiased supervision and evaluation of the employee. A case-by-case review shall be made by the manager and, in some circumstances, an employee may be transferred or reassigned.
Policy on Consensual Relationships between Employees and Students of the Connecticut State University System

The University’s educational mission is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the University confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the University’s educational mission.

Because of the inherent imbalance of power and need for trust, Codes of Ethics for most professional associations forbid professional-client sexual relationships. Similarly, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a staff member and a student. Such relationships are susceptible to an appearance of exploitation and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff member. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual given the inherent power differential between the parties, and such relationships could potentially lead to sexual harassment charges.

Romantic, dating, or sexual relationships between an employee and a student over whom said employee exercises supervisory or evaluative authority is prohibited at the Connecticut State University.

In addition, Connecticut State University strongly discourages romantic, dating or sexual relationships between employees and students over whom said employee does not have supervisory or evaluative authority. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

Easement to the Regional Water Authority for Buley Library on the Campus of Southern Connecticut State University: The Department of Public Works is currently constructing a 135,000 square foot addition to and comprehensive renovation of Buley Library at SCSU. This new addition will be constructed directly over the existing water service to the building. In consultation with the university and water authority staff, designers have developed a new water line location to be installed along the northernmost edge of the existing building. The Regional Water Authority owns all of the existing water mains serving campus facilities. The Authority will be responsible for the maintenance and repair of the new water line after its installation. In order to provide legal access for this maintenance and repair, the Board of Trustees must grant a permanent property
easement to the water authority. This easement will be 30 feet wide for a total area of approximately 11,500 feet.

Mr. Krapek moved approval of the resolution; Mr. Balducci seconded the motion and it was approved unanimously.

WHEREAS, The Department of Public Works is in the process of constructing a new 135,430 square foot addition to Buley Library at Southern Connecticut State University, and

WHEREAS, The existing water main for the Library is in the path of the new addition, and

WHEREAS, The Regional Water Authority has agreed to install a new 8" water main to serve the domestic and fire protection needs of the project in a timely manner, and

WHEREAS, The Regional Water Authority has requested this easement in order to install the new water line and provide maintenance and repair services, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System grant an easement to the Regional Water Authority for water service at Buley Library on the campus of Southern Connecticut State University.

Mr. Krapek noted that the committee also reviewed and recommended the CSU research grants, already approved as a Consent Item.

STUDENT LIFE COMMITTEE

Mr. Galbicsek reported that the Student Life Committee met on March 24th and recommends approval of the following:

Technical Revisions to the Student Code of Conduct: Last fall the Board adopted the new Code after a year of examination and consultation with a wide range of CSU constituencies. The result was an updated Code that is direct, understandable to students, easier to enforce, and less liable to litigious challenges. However, as is the case with many policy documents, its implementation revealed minor technical glitches. Specifically, the judicial officer at one university explained that the proscribed behavior that prohibits conduct which threatens or endangers the health and safety of any person is not clear that such prohibited behavior can include action that endangers one’s own safety. The disciplinarians agree that it would be helpful to include this possibility within the definition of such prohibited behavior. Accordingly, the first recommended revision is to include the prospect of endangering one’s own health or safety. The second revision pertains to the citation of the appropriate sections of the
Connecticut General Statutes in the definition section of the Code. The citation is correct, but goes further than just citing the appropriate statutes; it promises to provide copies of the cited statutes in the Code’s appendix, a promise that is unnecessary and also can incur needless expense and require tedious annual monitoring. Thus, the recommended revision in this case is to simply cite the statutes without promising copies of such statutes in the appendix.

Mr. Galbicsek moved approval of the resolution; Mr. Pugliese seconded the motion and it was approved unanimously.

WHEREAS, The Board of Trustees adopted the Connecticut State University Student Code of Conduct to provide clear guidelines for student behavior and for their effective enforcement at each of the universities that comprise the Connecticut State University System, and

WHEREAS, The Code of Conduct need not replicate legal provisions in order to assure students their due process and protect the universities from legal vulnerability, and

WHEREAS, The Code’s provisions must be clear and direct in order to be understandable by most students, and

WHEREAS, Any effort to provide for clear and inclusive action can only maximize the usefulness of such a code, and

WHEREAS, Operational experience serves to identify appropriate honing of the Code’s provisions and enables the universities to identify practical considerations, therefore be it

RESOLVED, That Board Resolution # 04-55, Part III, 3., 14., 18., is hereby amended as shown in the attachment to this resolution, to reflect a clearer and more direct Student Code of Conduct.

Attachment: Part III: Prohibited Conduct

3. Actual or threatened physical assault or abuse, threatening, intimidation, coercion, and any other conduct which threatens or endangers the health or safety of any person or endangers one’s own health or safety.

14. Use, possession or distribution of firearms, ammunition for firearms, other deadly weapons and dangerous instruments as defined in Section 53a-3 of the Connecticut General Statutes, fireworks, explosives, incendiary devices, dangerous chemicals or biological agents, except as expressly permitted by law and University regulations.

18. Gambling, as defined in Section 53-278a of the Connecticut General Statutes, on University premises.
Mr. Galbicsek noted that the committee also recommended the approval of the twelve nominees for the Henry Barnard Distinguished Student Award, included as part of the Chancellor's Consent Items.

Mr. Galbicsek reported that the committee also discussed emerging policies over the months ahead. One policy to be updated is the Board's guidelines for Health Services. Last month, the Board addressed one part of these guidelines pertaining to the administrative staffing of University Health Services. The committee believes that the Health Services guidelines should be further revised to incorporate provisions in the national standards suggested by the Council on Academic Standards, better known as CAS Standards. Other important principles that can inform the revision of the Health Services guidelines are those provided by the American College Health Association (ACHA). The universities are poised to ensure that the services they provide for students are those of the highest standards and the updated Health Services guidelines will be brought forward with these new revisions within the next few months.

Mr. Galbicsek indicated that another emerging policy to be revised is that of the drug testing of our athletes. The current policy, which is thirteen years old, apparently runs counter to the requirements of the NCAA. Again, those policies are out-dated and should be examined in the context of all that has transpired in the thirteen years since their adoption by the Board. Given the technical nature of NCAA regulations and the subtleties these entail, the committee has decided to commission a sub-committee of athletics professionals to recommend such drug testing revisions before the Student Life Committee considers them.

Mr. Galbicsek concluded his report by noting that the Student Life Committee is planning a retreat with the Vice Presidents for Student Affairs for the purpose of beginning a system wide strategic plan that pertains to Student Life. We anticipate a more intentional agenda as a result of that retreat.

Chancellor Cibes commented that Dr. Peter Rosa, CSU Executive Officer for Student Affairs, would be leaving CSU this month to work for the Hartford Foundation. Chairman McHugh expressed his appreciation to Dr. Rosa for all he has done during his many years with CSU.
EXECUTIVE COMMITTEE

Chairman McHugh reported that the Executive Committee met on March 24th and reviewed and received the report of the Auditors of Public Accounts for Eastern Connecticut State University for fiscal years ending June 30, 2002 and 2003. The auditors found no instances of noncompliance although a number of internal control recommendations were cited. CSU’s internal auditor reminded us that the Auditors of Public Accounts continue to lag behind in their audits and that Eastern management has been responsive to the recommendations. They have implemented better use of technology and added critical staff in the business area and future audits should be substantially clean.

Chairman McHugh indicated that the committee also reviewed and received the APA report on the Intercollegiate Athletics Program for fiscal year ended June 30, 2003 at Southern. The report indicated that the financial statement was a fair representation of all activity and that there were no reportable instances of noncompliance. We are very pleased at the proactive way that Southern is addressing the small number of findings and asking internal audit to identify potential problems so they will not be cited in the next report.

CHAIRMAN’S REPORT

Chairman McHugh commented that the next two months will be a very busy time for both the universities and the trustees as the academic year comes to an end. He noted some of the events and thanked the trustees for the many hours they give up for the CSU System.

PRESIDENT’S ANNUAL REPORT

President Norton gave a brief visual presentation of the annual report that highlighted many of the major accomplishments of the past year—her first as president at Southern. She pointed out that full-time undergraduate enrollment reached its highest level in thirty years and that graduation rates continue to increase as well. Academic programs of excellence as well as the many faculty achievements in academics, research and scholarly support were noted; and she drew attention to student successes both in the classroom and through cooperative education opportunities, community involvement and faculty mentoring.
President Norton referred to her report on the Millennial Student which echoed the presentations of the other presidents and noted some of the ways Southern is addressing their needs.

President Norton concluded by indicating that the university is facing many challenges in the future and cannot be all things to all people but must focus on what Southern does best—teaching—and becoming a university of opportunity and a university of choice.

**ADJOURNMENT**

Mr. Pugliese moved to adjourn the meeting at 11:15 a.m. The motion was seconded by Mr. Doyle and approved unanimously.

Respectfully submitted,

Theresa Eberhard-Asch, Secretary