AGENDA  REGULAR MEETING
10:00 a.m., Thursday, October 21, 2010
Ballroom, Westside Campus Center, WCSU, Danbury, CT

BOARD OF TRUSTEES  FOR THE
CONNECTICUT STATE UNIVERSITY SYSTEM

Karl J. Krapek, Chairman
Richard J. Balducci, Vice Chairman
Theresa J. Eberhard Asch, Secretary
Michael A. Caron
Andrew Chu
Mercedes A. DeMasi
John A. Doyle
Elizabeth S. Gagne
Angelo J. Messina
John H. Motley
Scott A. Nolan
L. David Panciera
Ronald J. Pugliese
Peter M. Rosa
John R. Sholtis, Jr.
Ryan C. Sheehan
John P. Sullivan
Gail H. Williams

• 39 Woodland Street • Hartford, CT 06105-2337 • Phone: 860/493-0013 • Fax: 860/493-0056 •
1. Call to Order

2. Roll Call and Declaration of Quorum

3. Adoption of Agenda

4. Approval of Minutes
   a) September 23, 2010 Regular Meeting

5. Audit & Risk Management Committee

6. Report of Chancellor and Presidents
   a) Chancellor Carter
   b) WCSU Annual Report – President James W. Schmotter

7. Academic Affairs Committee

8. Development Committee

9. Student Life Committee
   a) Student Code of Conduct – CSUS

10. Finance and Administration Committee

11. Executive Committee
   a) Section 10.2 of HR Policies for CSUS Chancellor and University Presidents
   b) 2011 CSUS BOT Meeting Schedule (Board Binders)
   c) Management Searches (discussion only)

12. New Business

13. Report of the Chairman

14. Report of Representatives to Other Bodies

15. Open Forums for Students, Faculty & Staff

   Open Forums for Students, Faculty & Staff will commence upon conclusion of the business portion (above) of the Board meeting. Open forum times are tentatively scheduled as noted below.

   11:00 a.m. - Students
   11:15 a.m. - Faculty & Staff

16. Adjournment
RESOLUTION
concerning
THE STUDENT CODE OF CONDUCT AND
STATEMENT OF DISCIPLINARY PROCEDURES
in the
CONNECTICUT STATE UNIVERSITY SYSTEM
October 21, 2010

WHEREAS, The universities in Connecticut State University System are committed to support student learning, development and socialization in an environment of civility, to encourage the pursuit of truth, and to seek the general well being of society, and

WHEREAS, A proper system of university governance ensures that all academic and social interactions at the universities develop in an atmosphere of tolerance and mutual respect, and

WHEREAS, Board Resolution #04-55, as revised by Board Resolution #05-14, provided a statement of student rights and responsibilities and a codified a set of procedures to protect those rights and address the abdication of those responsibilities, and

WHEREAS, With the considerable experience gathered through the implementation of the above resolution, it is appropriate to address more fully some aspects of conduct violations and to provide better guidance for universities to formulate disciplinary procedures, and

WHEREAS, A better delineation must be made regarding the roles and responsibilities of the academic and student affairs divisions of the university administration for the monitoring, processing and adjudicating disciplinary actions as a result of violations of the Student Code of Conduct, and

WHEREAS, The Board of Trustees reaffirms its believe that imbedded in student learning, development and socialization is the adherence to a standards of conduct and civility, and that understanding disciplinary processes as a result of violations are themselves important aspects of all students’ university education, and

WHEREAS, Students and other members of the university community must have a clear understanding of what acts and behaviors constitute violations of the student code of conduct and are subject to disciplinary actions as prescribed in well understood criteria and procedural guidelines, therefore be it

RESOLVED, That Board Resolutions #04-55, as revised by Board Resolution and #05-14, be rescinded, and be it further

RESOLVED, That the Board of Trustees of the Connecticut State University System adopts the addendum to this resolution, “Student Code of Conduct and Statement of Disciplinary Procedures”, to become effective in the fall 2011 semester.

A Certified True Copy:

______________________________
David G. Carter, Chancellor
Student Code of Conduct and Statement of Disciplinary Procedures
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PREAMBLE

Academic institutions exist for the transmission of knowledge, the pursuit of truth, the development of students and the general well being of society. In line with this purpose, the University has the duty to protect the freedoms of inquiry and expression and furthermore has the responsibility to encourage all of its members to develop the capacity for critical judgment in their sustained and independent search for truth.

The Connecticut State University System has certain self-defined institutional values. Principal among these values is respect for the dignity, rights, and individuality of each member of the University Community. The opportunity to live, study, and work in an institution which values diverse intellectual and cultural perspectives and encourages discussion and debate about competing ideas in an atmosphere of civility is a basic component of quality higher education.

All members of the University Community must at all times govern their social and academic interactions with tolerance and mutual respect so that the men and women who pass through the University's doors are enriched by these experiences and are prepared for full and enlightened participation in a multi-cultural society. Because of the University's commitment to principles of pluralism, mutual respect, and civility, certain activities are not acceptable on the University's campus. Acts of intolerance, of hatred or violence based on race, religion, sexual orientation, disability, gender, age, or ethnic background are antithetical to the University's fundamental principles and values. It is the University's responsibility to secure the students' right to learn by establishing an environment of civility.

The disciplinary process is intended to be part of the educational mission of the CSU System. Student disciplinary proceedings are not criminal proceedings and are not subject to court rules of procedure and evidence.

INTRODUCTION

This Student Code of Conduct (hereinafter the “Student Code”) is intended to present a clear statement of student rights and responsibilities established by the Connecticut State University System (“CSUS”) Board of Trustees. The Board has charged the Chancellor with developing procedures to protect those rights and to address the abdication of those responsibilities in collaboration with the four Universities. The Student Code describes the types of acts that are not acceptable in an academic community.

Students must be aware that, as citizens, they are subject to all federal and state laws in addition to all University regulations governing student conduct and responsibilities. Students do not relinquish their rights nor do they shed their responsibilities as citizens by becoming members of the Connecticut State University Community.

Disclaimer: This Code is neither a contract nor an offer of a contract between the University and any student. The provisions of this Code are subject to revision at any time.
PART A: DEFINITIONS

The following list of defined terms utilized throughout this Student Code is provided in an effort to facilitate a more thorough understanding of the Code. This list is not intended to be a complete list of all the terms referenced in the Student Code that might require interpretation or clarification. The Vice President for Student Affairs or his or her designee shall make the final determination of the definition of any term found in the Student Code. For purposes of interpretation and application of the Student Code only, the following terms shall have the following meanings:

1. “Accused Student” means any student accused of violating this Student Code.

2. “Appellate Body” means any person or persons authorized by the Vice President for Student Affairs or his or her designee to consider an appeal from a determination by a Hearing Body that a student has violated the Student Code.

3. “Disciplinary Officer” or “Conduct Administrator” means a University official who is authorized to determine the appropriate resolution of an alleged violation of the Code, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provisions of this Code, a disciplinary officer or conduct administrator is vested with the authority to, among other duties: investigate a complaint of an alleged violation of the Code; decline to pursue a complaint; refer identified disputants to mediation or other appropriate avenues of resolution; establish charges against a student; enter into an administrative agreement developed with an Accused Student in accordance with Section II-B-3 of this Code; advise a Hearing Body; and present the case against the Accused Student as the Complainant before the Hearing Body.

4. “Hearing Body” means any person or persons authorized by the Vice President for Student Affairs to determine whether a student has violated the Code and to impose sanctions as warranted, including a hearing officer, hearing board, or hearing panel.

5. “Instructor” means any faculty member, teaching assistant, or any other person authorized by the University to provide educational services, including, but not limited to, teaching, research and academic advising.

6. “Member of the University Community” means any person who is a student, a University official, or any other person who works for the University, either directly or indirectly (e.g., for a private enterprise doing business on the University’s campus).

7. “Policy” means the written regulations, standards and student conduct expectations adopted by the University and found in, but not limited to, the Student Handbook, the Residence Life Handbook, the housing contract, the graduate and undergraduate catalogs, and other publicized University notices.

8. “Prohibited Conduct” means the conduct prohibited by this Code, as more particularly described in Part I-D of this Code.
9. “Reporting Party” means any person who submits a charge alleging that a student has violated this Code.

10. “Student” means any person admitted, registered, enrolled or attending any University course or University-conducted program, whether full-time or part-time, and whether pursuing undergraduate, graduate or professional studies. Persons who are not officially enrolled for a particular term but who have a continuing relationship with the University are considered “students” for purposes of application of this Code.


12. “Student Organization” means an association or group of persons that have complied with the formal requirements for University recognition.

13. “Support Person” means a person, who accompanies an Accused Student, a Reporter, a witness, or a victim to a hearing for the limited purpose of providing support and guidance. A support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process.

14. “University” means the CSU System University where the alleged violation of the Code occurred.

15. “University Affiliates” means individuals and/or entities with whom or with which the University has a contractual relationship.

16. “University Calendar Days” means the weekdays (Mondays through Fridays) when the University is open.

17. “University Official” means any person employed by the University to perform assigned administrative, instructional, or professional responsibilities.

18. “University Premises” means all land, buildings, facilities, and other property in the possession of, or owned, used, and/or controlled by, the University, either solely or in conjunction with another entity.

19. “Shall” and “will” are used in the imperative sense.

20. “May” is used in the permissive sense.
PART B: APPLICATION, DISTRIBUTION AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT

1. Application of the Student Code: The Student Code shall apply to the four Connecticut State Universities: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University and Western Connecticut State University. An alleged violation of the Student Code shall be addressed in accordance with the procedures agreed to by the Universities, even if the accused Student has withdrawn from the University prior to the completion of the disciplinary procedures.

The Student Code shall apply to Students and to Student Organizations. The term “student” shall generally apply to the student as an individual and to a Student Organization as a single entity. The officers or leaders of a particular Student Organization usually will be expected to represent the organization during the disciplinary process. Nothing in this Student Code shall preclude holding certain members of a Student Organization accountable for their individual acts committed in the context of or in association with the organization’s alleged violation of this Code.

2. Distribution of the Student Code: The Student Code shall be made available electronically and/or in a printed publication to students, faculty and staff. The Office of Student Affairs will distribute and make available to students, faculty and staff, electronically and/or in a printed publication, any revisions to the Code.

3. Administration of the Student Code: The Vice President for Academic Affairs shall be the person designated by the University President to be responsible for the administration of the Academic Misconduct portion of the Student Code. The Vice President for Student Affairs shall be the person designated by the University President to be responsible for the administration of the Non-Academic Misconduct portion of the Student Code.

PART C: SCOPE OF DISCIPLINARY AUTHORITY

A Student who is found responsible for engaging in conduct that violates the Student Code on any Connecticut State University System campus or on property controlled by the University or by any University Affiliate shall be subject to the sanctions described in this Code. Students who attempt to engage in conduct that violates this Code, who knowingly encourage, aid or assist another person in engaging in such conduct, or who agree with another person, explicitly or otherwise, to engage in such conduct, may also be subject to disciplinary action.

Off-campus misconduct may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a Student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized Student Organization; or (ii) a Student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the Accused Student poses a threat to the life, health or safety of any member of the University Community or to the property of the University.
PART D: PROHIBITED CONDUCT

The following list of behaviors is intended to represent the types of acts that constitute violations of this Code. Behaviors which are prohibited by this Code may be categorized into four broad areas: violations involving personal integrity; violations involving the rights of other individuals; violations involving health and safety of the university community; and violations involving the on-going activities and/or processes of the university. Although the list is extensive, it should not be regarded as all-inclusive.

Violations Involving Personal Integrity

1. Academic misconduct, which includes, but is not limited to, plagiarism and all forms of cheating.

   Plagiarism may be defined as occurring when “a writer … uses someone else’s language, ideas, or other original (not common knowledge) material without acknowledging its source.” (Council of Writing Program Administrators, 2003.) It includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgment. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.

   Cheating includes, but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests, or examinations; (ii) use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; (iii) the acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff; and (iv) engaging in any other such behavior specifically prohibited by a faculty member in the course syllabus.

2. Acts of dishonesty, including but not limited to the following:

   a. Misuse of University documents, including, but not limited to, forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other University identification document, course registration document, schedule card, transcript, or any other University-issued document or record.

   b. Knowingly furnishing false information to any University Official, faculty member or office.

3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, the University, or any member of the University Community.

Violations Involving Other Individuals

1 These area headings are for ease of reference only and are not intended to in any way circumscribe the applicability of the offenses described thereunder.
4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.

5. Sexual assault; sexual misconduct, which is defined as any unwanted or unwelcome physical contact of a sexual nature; or sexual harassment, which is defined as any unsolicited, unwelcome, and unwanted sexual advance or other conduct of a sexual nature which has the effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment. Sexual assault or misconduct may include a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another. A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. Consent cannot be assumed because there is no physical resistance or other negative response. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent).

6. Violations of privacy, including, but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her prior knowledge, and without his or her consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording, or permitting others to view or electronically record, consensual sexual activity without a partner’s knowledge or permitting others to view or listen to such video or audio tapes without a partner’s knowledge and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.

7. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition for continued membership in, a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.

8. Stalking, which is defined as repeatedly contacting another person when:

   a. The contacting person knows or should know that the contact is unwanted by the other person; and

   b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person’s ability to perform the activities of daily life.
As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, online community or any other internet communication) or remaining in the physical presence of the other person.

9. Harassment, which is defined as conduct which is abusive or which interferes with a person’s pursuit of his or her customary or usual affairs, including, but not limited to, such conduct when directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, age, physical attribute, or physical or mental disability or disorder, including learning disabilities and mental retardation.

10. Conduct that is disorderly, lewd or indecent (including, but not limited to, public nudity and sexual activity in areas generally open to members of the campus community); breach of peace; or aiding, abetting or procuring another person to breach the peace on University Premises or at functions sponsored by, or participant in by, the University or members of the University Community.

11. Behavior or activity which endangers the health, safety, or well-being of oneself or others.

Violations Involving Health and Safety of the University Community

12. Unauthorized possession, duplication or use of keys to any University Premises, or forcible and/or unauthorized entry into and/or unauthorized presence in University Premises.

13. Starting fires, causing explosions, falsely reporting the presence of fire, bombs, incendiary or explosive devices, or falsely reporting an emergency.

14. Unauthorized or improper possession, use, removal, tampering or disabling of fire and/or safety equipment and warning devices, failure to follow standard fire and/or emergency safety procedures, or interference with firefighting or emergency response equipment or personnel.

15. Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and University regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.

16. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.

17. Use, possession or distribution of firearms, ammunition for firearms, other weapons or dangerous instruments, facsimiles of weapons or firearms, fireworks, explosives or dangerous chemicals. A dangerous instrument is any instrument, article or substance that, under the circumstances in which it is being utilized, is capable of causing death or
serious physical injury. The possession of a deadly weapon or dangerous instrument on campus is strictly prohibited, even if such item is legally owned.

18. Gambling, including, but not limited to, promoting, wagering, receiving monies for wagering or gambling for money or property, on University premises.

19. Disruption or obstruction of any University function, activity or event, whether it occurs on or off the campus, or of any non-University function, activity or event which is authorized by the University to occur on its premises.

Violations Involving the On-going Activities and/or Processes of the University

20. Intentional obstruction of the free flow of pedestrian or vehicular traffic on University Premises or at University-sponsored or supervised functions or interference with entry into or exit from University Premises or with the free movement of any person.

21. Failure to comply with the directions of University officials or law enforcement officers acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.

22. Conduct that violates published University policies, rules, and regulations, including, but not limited to, residence hall rules and regulations.

23. Conduct prohibited by any federal, state, and/or local law, regulation or ordinance.

24. Unauthorized use of University property or the property of members of the University Community or of University Affiliates.

25. Theft, unauthorized use, or abuse of University computers and/or peripheral systems and networks, including, but not limited to:
   a. Unauthorized access to University computer programs or files;
   b. Unauthorized alteration, transfer or duplication of University computer programs or files;
   c. Unauthorized use of another individual’s identification and/or password;
   d. Deliberate disruption of the operation of University computer systems and networks;
   e. Use of University computing facilities and resources in violation of copyright laws (including unauthorized peer-to-peer file sharing of copyrighted material, including, but not limited to, copyrighted music, movies, and software);
   f. Use of computing facilities and resources to send obscene messages (which are defined as messages which appeal mainly to a prurient, shameful or morbid interest in nudity, sex, excretion, sadism or masochism, go well beyond
customary limits of candor in describing or representing such matters, and are utterly without redeeming social value); and

g. Violation of the Connecticut State University System Policy Statement on Student Use of University Computer Systems and Networks and/or any applicable University computer use policy.

26. Abuse of the University disciplinary system, including but not limited to:

   a. Failure to obey the notice from a Hearing Body or University Official to appear for a meeting or hearing as part of the Student Conduct system;

   b. Falsification, distortion, or intentional misrepresentation of information to a Disciplinary Officer or Conduct Administrator, or before a Hearing Body;

   c. Institution of a disciplinary proceeding knowingly without cause;

   d. Disruption or interference with the orderly conduct of a disciplinary proceeding;

   e. Attempting to discourage an individual’s proper participation in, or use of, the disciplinary system;

   f. Attempting to influence the impartiality of a Disciplinary Officer, Conduct Administrator or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;

   g. Harassment (verbal or physical) and/or intimidation of a Disciplinary Officer, Conduct Administrator, or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;

   h. Failure to comply with the sanction(s) imposed under the Student Code; and

   i. Influencing or attempting to influence another person to commit an abuse of the disciplinary system.

II. PROCEDURES FOR ADDRESSING ALLEGATIONS OF MISCONDUCT

PART A: PROCEDURES FOR ADDRESSING ALLEGATIONS OF ACADEMIC MISCONDUCT

Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) shall be established by the Universities. Below are a set of principles to which such procedures shall adhere.
1. **Instructor's Role:**

   When the instructor of record or his or her designee believes that an act of academic misconduct has occurred, he or she shall notify the student of the allegation and save any evidence of such misconduct in its original form. (Copies of the Accused Student’s work will be provided to the Student upon request.) In addition, the instructor shall not transmit a final grade to the registrar until such time as the allegation(s) of academic misconduct are finally determined.

2. **Information from Person other than Student's Instructor:** Any member of the University Community may provide information which might lead to a complaint against a Student alleging academic misconduct.

3. **The Academic Misconduct Hearing Board:** There shall be an academic misconduct hearing board convened by the University's Disciplinary Officer to consider allegations of academic misconduct lodged against a Student. The University’s disciplinary officer shall be a non-voting member of the board and act as convener.

4. **Hearing Process:** The Accused Student shall be afforded adequate notice of the allegation, an opportunity to discuss the allegation with the instructor, and adequate time to request and prepare for a hearing. All parties shall have an opportunity to be heard and a record of the proceedings shall be made. The decision of a hearing board shall be communicated in writing.

5. **Sanctions:** If the academic misconduct hearing board determines that the Accused Student is "Not Responsible," the board shall not impose any sanctions. The board shall so advise the Student’s instructor and the instructor shall reevaluate the student’s course grade in light of the Board’s determination. If the academic misconduct hearing board determines that the Accused Student is "Responsible," the academic sanction set forth in the instructor's course syllabus shall be imposed.

   The academic misconduct hearing board may make a recommendation to change the academic sanction imposed by the instructor on the basis of its hearing of the evidence of academic misconduct. Upon consideration of the Accused Student's record of misconduct and/or the nature of the offense, the academic misconduct hearing board may impose additional non-academic sanctions in proportion to the severity of the misconduct. These sanctions may include the following: warning, written reprimand, discretionary sanctions, suspension and/or expulsion, as described in II.D of this Student Code of Conduct.

6. **Appeals:** The decision rendered by the academic misconduct hearing board may be appealed to the Provost/Academic Vice President, who shall review the record of the hearing, including any and all documents presented to the academic misconduct hearing board. An appeal shall be in writing and shall be delivered to the Provost/Academic Vice President within three (3) University calendar days of receipt of the academic misconduct hearing board’s written decision.
An appeal may be brought on any of four grounds: (a) a claim that error in the hearing procedure substantially affected the decision; (b) a claim that new evidence or information material to the case was not known at the time of the hearing; (c) a claim that the non-academic sanction(s) imposed were not appropriate for the violation of the Code for which the accused student was found responsible; and/or (d) a claim that the academic sanction imposed has resulted in a palpable injustice. The Provost/Academic Vice President shall have the right to deny an appeal not brought on any of the foregoing grounds. The decision rendered by the Provost/Academic Vice President shall be final and there shall be no further right of appeal.

PART B: PROCEDURES FOR ADDRESSING ALLEGATIONS OF NONACADEMIC MISCONDUCT

The following procedures shall be followed in addressing allegations of non-academic misconduct.

1. Providing Information leading to a Complaint: Any member of the University Community may provide information leading to the filing of a complaint against a Student or a Student Organization alleging a violation of the Student Code. A complaint must be made in writing and submitted to the University’s Disciplinary Officer or Conduct Administrator.

2. Disciplinary Proceedings Against a Student Charged with a Violation of Law and a Violation of the Code: University proceedings may be instituted against an Accused Student who has been charged with a violation of state or federal law for conduct which also constitutes a potential violation of this Code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following the institution of civil or criminal court proceedings against the Accused Student. Determinations made or sanctions imposed under this Student Code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

3. Pre-Hearing Investigation and Administrative Disposition: The Disciplinary Officer or Conduct Administrator may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the Accused Student and the Disciplinary Officer or Conduct Administrator. Such disposition shall be final and there shall be no subsequent proceedings. If the charges are not admitted and/or cannot be disposed of by mutual consent, the Disciplinary Officer or Conduct Administrator may also present the case for the University at any subsequent hearing, but if he or she does, he or she shall not serve as a member of the Hearing Body.

4. Hearing Bodies: A Student accused of misconduct has the right to be heard by an impartial Hearing Body. Any dispute surrounding the impartiality of the Hearing Body or any member thereof will be referred to the Vice President for Student Affairs or his or her designee, who will review the matter and make a determination.
5. **Hearing Procedures**:

   a. **Notice of Hearing**: Normally, a hearing will be conducted within ten (10) University Calendar Days of the Accused Student being notified of the charges. Notice may be provided to the Accused Student by in-hand delivery, by registered mail, by University email, with delivery receipt attached, or by certified mail, return receipt requested, or by overnight delivery, with signature of recipient required. Notice shall be sent or delivered to the Accused Student at his or her campus email address, campus address, if any, or at his or her home address on file with the University, whichever is appropriate. Should the Accused Student refuse to accept in-hand delivery, a written statement of the attempted delivery of the notice signed by the person attempting to make such delivery shall constitute notice. Should the Accused Student refuse to sign for registered or certified mail, the postal document indicating such refusal shall constitute notice. Delivery of notice via University email shall constitute notice regardless of whether the Accused Student has opened and read the email itself.

   The notice shall advise the Accused Student of each section of the Student Code alleged to have been violated and, with respect to each such section, a statement of the acts or omissions which are alleged to constitute a violation of the Code, including the approximate time when and the place where such acts or omissions allegedly occurred.

   The Accused Student shall be afforded a reasonable period of time to prepare for the hearing, which period of time shall not be less than three (3) University Calendar Days. The Accused Student, the Reporting Party and/or any alleged victim may request a delay of the hearing due to extenuating circumstances. Any decision to postpone the hearing shall be made by the Disciplinary Officer or Conduct Administrator or by the Hearing Body, or by the designee of the Vice President for Student Affairs.

   b. **Hearing**: Hearings shall be closed, but the Hearing Body may, in its discretion, admit any person into the hearing room. The Hearing Body shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.

   The Accused Student, the Reporting Party and any alleged victim shall have the right to be present at all stages of the hearing process except during the private deliberations of the Hearing Body and the presentation of sanctions. In hearings involving more than one Accused Student, the Hearing Body may determine that, in the interest of fairness, separate hearings should be convened.
c. **Record of Hearing:** When expulsion or suspension from the University or residence hall separation is a possibility, the University shall make a recording of the hearing. The recording shall be the property of the University. No other recordings shall be made by any person during the hearing. Upon request, the Accused Student may review the recording in a designated University office in order to prepare for an appeal of the decision rendered by the Hearing Body. Further disclosure of the recording shall be governed by applicable state and federal law.

d. **Opportunity to Present a Defense:** The Accused Student shall have the full opportunity to present a defense and information, including the testimony of witnesses, in his or her behalf. The Reporting Party and the Accused Student may question the statements of any person who testifies in a manner deemed appropriate by the Hearing Body. The Reporting Party and the Accused Student may make concluding statements regarding the charges made and the information presented during the hearing. The Hearing Body may question the Accused Student and the Reporting Party, any witness presented by the Accused Student or the Reporting Party, and any other witness(e)s the Hearing Body may choose to call to testify.

e. **Accused Student Can Choose Whether or Not to Testify in His or Her Own Defense:** The Accused Student who is present at the hearing shall be advised by the Hearing Body that he or she is not required to testify, to answer questions, or to make any statement regarding the complaint or the allegations set forth in the complaint. Refusal to do so shall not be considered by the Hearing Body to constitute evidence of responsibility.

f. **Non-Appearance of Accused Student at Disciplinary Hearing:** If an Accused Student does not appear at a disciplinary hearing, the Hearing Body shall enter a plea of “not responsible” on behalf of such student and the hearing shall proceed in the normal manner of hearing evidence, weighing facts, and rendering judgment. The failure of an Accused Student to appear at the disciplinary hearing shall not be considered by the Hearing Body to constitute evidence of responsibility.

g. **Support Persons:** The Reporting Party, any alleged victim, and the Accused Student shall each have the right to be accompanied by a Support Person. The Support Person should be someone whose schedule allows attendance at the scheduled date and time for the disciplinary hearing because delays will not normally be allowed due to the scheduling conflicts of a Support Person.

h. **Presentation of Evidence:** Only evidence introduced at the hearing itself may be considered by the Hearing Body.

i. **Evidence of Prior Convictions or Disciplinary Actions:** Evidence of prior criminal convictions or University disciplinary actions may be presented to the Hearing Body only after a determination of responsibility has been made and only for consideration in connection with determining the sanction.
j. **Accommodation of Witnesses:** The Hearing Body may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Reporting Party, the Accused Student, and/or other witnesses during the hearing by providing separate facilities, by using a visual screen, and/or by permitting participation by telephone, videophone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the Hearing Body to be appropriate.

k. **Written Notice of Decision:** The Accused Student shall receive written notice of the decision of the Hearing Body that shall set forth the decision rendered, including a finding of “responsible” or “not responsible,” and the sanctions imposed, if any. The decision of the Hearing Body, as well as the sanction(s) imposed, if any, generally will not be released to third parties without the prior written consent of the Accused Student. However, certain information may be released if and to the extent authorized by state or federal law.

6. **Appeals:** The decision of the Hearing Body may be appealed by the Accused Student to the Vice President for Student Affairs or his or her designee. A request for review must be made in writing to the Vice President for Student Affairs or his or her designee within three (3) University Calendar Days of the Accused Student’s receipt of the written notice of decision. For good cause shown, the Vice President for Student Affairs may extend the three-University Calendar Day limitation on filing appeals. An Accused Student may request only one review of each decision rendered by the Hearing Body. A decision reached as a result of an Administrative Disposition may not be appealed.

a. **Grounds for Appeal:** The Accused Student has the right to appeal the decision of the Hearing Body on the grounds that: (i) the procedures set forth in this Code were not followed and, as a result, the decision was substantially affected; (ii) the sanction(s) imposed were not appropriate for the violation of the Code for which the Accused Student was found responsible; and/or (iii) new information, sufficient to alter the decision, or other relevant facts were not brought out in the original hearing because such information and/or facts were not known to the Accused Student at the time of the original hearing. The appeal shall be limited to a review of the record except as required to explain the basis of new information.

b. **Appeal Procedures:** In order to prepare for the appeal, the Accused Student may review the recording of the original hearing in a designated University office but will not be permitted to remove the recording from that office or make copies. The appeal will not be heard by anyone involved in the initial hearing. The appeal shall be considered and a decision rendered within ten (10) University Calendar Days of the filing of the appeal.

If an appeal is upheld, the matter shall be referred to the original Hearing Body for reconsideration of its original determination or to a newly-constituted Hearing Body for a new hearing, or the sanction imposed may be reduced, as appropriate. If an appeal is not upheld, the matter shall be considered final and binding upon all involved.
c. **Status of Student Pending Appeal:** All sanctions imposed by the Hearing Body shall be and continue in effect pending the outcome of an appeal. Any request to delay the commencement of sanctions pending an appeal must be made by the Accused Student, in writing, to the Vice President for Student Affairs or his or her designee.

**PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS**

In certain circumstances, the Vice President for Student Affairs, or his or her designee, may impose an interim suspension or residence hall separation on an Accused Student prior to the hearing before the Hearing Body.

1. **Basis for Imposition of Interim Suspension or Residence Hall Separation:** An interim suspension may be imposed upon an Accused Student only: (i) to ensure the safety and well-being of members of the University Community or preservation of University property; (ii) to ensure the Student’s own physical or emotional safety and well-being; or (iii) if the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.

A residence hall separation may be imposed if a Student’s continued presence will disrupt the academic and social well-being of the residential community. Residence hall separation is the removal of a student from the University residence hall in which he or she resides. Such separation may include a restriction of access to all or designate University residence halls. During the period of the separation, the removed Student shall not be permitted to enter the designated hall(s) as a guest of another resident.

An interim suspension or residence hall separation is not a sanction and will continue in effect only until such time as a hearing on the alleged violation has been completed.

2. **Effect of Interim Suspension or Residence Hall Separation:** During the interim suspension or residence hall separation, the removed Student shall be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the Student might otherwise be eligible, as the Vice President for Student Affairs, or his or her designee, may determine to be appropriate.

3. **Procedure:** The Accused Student shall be notified, either orally or in writing, of the pending imposition of an interim suspension or residence hall separation. Whenever possible, prior to the imposition of the interim suspension or separation, the affected Student will be afforded an opportunity to meet with the Vice President for Student Affairs, or his or her designee. Otherwise, the meeting will be held on the first University Calendar Day that the Student is available.

At that meeting, the Accused Student will be advised of the misconduct charges made against him or her and the information upon which the determination that the Student has engaged in conduct warranting an interim suspension or residence hall separation was based. If the Student denies the charges, he or she will be advised of the nature of the evidence supporting the charges. At that meeting, the Accused Student will be given the
opportunity to challenge the reliability of the information concerning his or her conduct, present his or her version of the events giving rise to the charges, and challenge the determination that he or she has engaged in conduct warranting an interim suspension or residence hall separation.

Any Student placed on an interim suspension or residence hall separation will be given an opportunity to appear at a formal hearing on the misconduct charges lodged against him or her in accordance with II.B.5 of this Code within ten (10) University Calendar Days of being placed on such suspension or separation, or as soon as practical after the Accused Student is prepared to participate in such a hearing.

**PART D: DISCIPLINARY SANCTIONS**

Sanctions which may be imposed for violations of the Student Code are listed below. In determining appropriate sanctions, the Hearing Body may take into consideration any and all prior violations of the Code for which the Accused Student was determined to be responsible. The Hearing Body shall have the authority to defer the imposition of any sanction when deemed appropriate. The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code, including the completion of all sanctions imposed, if any.

1. **Sanctions Which May Be Imposed for Violations of the Code:** The following sanctions may be imposed, individually or in various combinations, on any student found to have violated the Student Code, and will be entered into the Student's disciplinary records. Notation of disciplinary sanctions shall be on file only in the appropriate office in the Division of Student Affairs and shall not be released without the written consent of the Student except to appropriate University enforcement personnel, University police, staff and administrators, or as required by law.

   a. **Warning:** A disciplinary warning is a written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

   b. **Written Reprimand:** A written reprimand for a violation of the Code.

   c. **Probation:** Disciplinary probation is a designated period of time during which a Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within University Community. Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the Student including, but not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required. If the Student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student.
upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.

d. **Loss of Privileges**: Denial of specified privileges for a designated period.

e. **Restitution**: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.

f. **Discretionary Sanctions**: Work assignments, essays, service to the University, or other related discretionary assignments, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required.

g. **Residence Hall Warning**: A written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

h. **Residence Hall Probation**: Residence hall probation is a designated period during which an Accused Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the Student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the Accused Student fully complies with the terms and conditions imposed in connection with the residence hall probation, full residence hall privileges will be restored to the Student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice and the procedures set forth in this Code shall be followed.

i. **Residence Hall Suspension**: Separation of the Student from the residence halls for a definite period of time, after which the Student is eligible to return. Conditions for readmission may be specified.

j. **Residence Hall Expulsion**: Permanent separation of the Student from the residence halls.
k. **Suspension:** Suspension is temporary disciplinary separation from all universities within the Connecticut State University System and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the Accused Student, or later, if so stated in the notice, and shall prescribe the date and conditions upon which the Student may petition for readmission to the University. A Student separated from all universities within the CSU System by suspension may under the terms of the suspension be excluded from the premises of all CSUS universities when in the judgment of the suspending authority the Student’s continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended Student’s home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student’s home University for designated purposes.

l. **Expulsion:** Expulsion is permanent disciplinary separation from all universities within the Connecticut State University System and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the Accused Student, or later, if so stated in the notice. A student separated from all universities of the CSU System by expulsion may under the terms of the expulsion be excluded from the premises of all CSUS universities when in the judgment of the expelling authority the Student’s presence would constitute a danger to persons or property or a threat to the academic process.

2. **Revocation of Admission and/or Degree:** Upon the recommendation of the Hearing Body, admission to or a degree awarded from the University may be revoked by the University, acting through its President (or his or her designee) for fraud, misrepresentation, or other violation of University standards in obtaining admission or the degree.

3. **Consequences of Failure to Comply with a Duly Assigned Sanction:** Failure to comply with sanctions which have been assigned through a formal judicial process may lead to one or more of the following consequences:

a. Denial of access to certain university services, including, but not limited to housing and parking;

b. Denial of access to administrative processes, including, but not limited to, course add/drop, pre-registration, registration and room selection; and/or

c. Withholding of the privilege of participation in university sponsored activities and/or public ceremonies, or formal disciplinary charges under II.B hereof.
4. **Sanctions Which May Be Imposed on Student Organizations**

   a. **Sanctions**: Those sanctions listed in subsections 1.a through f of Section II.D.

   b. **Loss of recognition**: Loss of recognition for a specified period of time results in the loss of privileges, such as the use of university space, access to student activity fee funding, and/or the privilege of functioning as a student organization. Loss of recognition for more than two (2) semesters shall require that an organization reapply for University recognition. Conditions for future recognition may be imposed by the hearing body.

**PART E: DISCIPLINARY RECORDS**

A Student’s disciplinary record shall be maintained separately from any other academic or official file maintained by the University. Disciplinary Records will be maintained for a period of five (5) years from the date of the incident, except that the sanction of expulsion shall be noted permanently. Information contained in the disciplinary record will be released only in accordance with applicable federal and state laws and regulations.

**PART F: INTERPRETATION AND REVISION**

Questions regarding the interpretation of this Code shall be referred to the University’s Vice President for Student Affairs or his or her designee, in the case of non-academic misconduct, or the Vice President for Academic Affairs or his or her designee in the case of academic misconduct, for final determination. The interpretation accorded by the Vice President for Academic or Student Affairs or his or her designee shall be binding.

The Disciplinary Procedures (Part II of this document) outlined herein shall be reviewed and revised, if and as necessary, by the universities’ Vice Presidents for Academic and Student Affairs, every two (2) years, as directed by the Chancellor of the Connecticut State University System.
ITEM
Resolution concerning the Student Code of Conduct and Statement of Disciplinary Procedures in the Connecticut State University System

BACKGROUND
Board Resolution #04-55, as revised by Board Resolution #05-14, aimed to provide clear and direct conduct information to the student bodies of the universities and allows the disciplinary officers to assure due process when enforcing violations of accepted conduct. While by all reports this 2004 code document has proven to be helpful, there has been considerable experience gathered through six years of implementation. At the same time, it is found appropriate to address more fully some aspects of conduct violations not considered in the previous documents and to provide a better level of guidance for universities to develop disciplinary procedures. It is also necessary to better delineate the boundaries between academic and social conduct violations so that university administrators can conduct processes that are properly assigned to the academic or student life structures. The resolution proposed adopts a Student Code of Conduct and Statement of Disciplinary Procedures that was developed from previous documents and benefited from many months of conversations and input from Student Life Committee board members, University Presidents, Student Affairs and Academic Affairs Vice Presidents, the System’s Assistant Attorney General and a variety of other relevant university constituents including the judicial officers, university police, and members of the Student Advisory Board.

ANALYSIS
The new Code of Conduct introduces the following additions and changes with respect to previous documents:

- Consistently states the disciplinary, as opposed to judicial, nature of the universities authority
- Specifies the Scope of Disciplinary Authority under university’s responsibility (Section I.C, page 6)
- Through the university Presidents, specifically places responsibility for the academic portions of the procedures with the Vice President of Academic Affairs and for non-academic portions with the Vice President of Student Affairs
- Include disclaimer statement (Section I, page 3)
- Eliminates “Judicial Officer” language, replacing it with “Disciplinary Officer or Conduct Administrator”, providing specific guidance for the role and responsibilities of such officer (Section I.A.3, page 4)
- More clearly outlines the provision of guidance for university disciplinary procedures, rather than formulating the details of such procedures
- Classifies violations under the four broad categories of violations involving personal integrity; violations involving the rights of other individuals; violations involving health and safety of the university community; and violations involving the on-going activities and/or processes of the university
- Introduces and/or clarifies aspects of Code violation involving uses of technology for voyeurism (Section I.D.6, page 8) and stalking (Section I.D.8, page 9), consent and mental capacity under sexual assault (Section I.D.5, page 8), hazing (Section I.D.7, page 8) and student conduct that is disorderly (Section I.D.10, page 9)
It explicitly addresses cheating under the academic misconduct portion of the code. Cheating is the purview of faculty (Section I.D.1, page 7)

• Added Prohibited Conduct (page 9, #11)
• Introduces language on the use, possession, purchase, sale or distribution of alcoholic beverages (Section I.D.15, page 9)
• Introduces language on the unauthorized possession, duplication or use of keys or forcible and/or unauthorized presence in University Premises (Section I.D. 12)
• Prohibits all possession of deadly weapons even when legally own (Section I.D.17, page 10)
• Addresses the disruption of university functions (Section I.D. 19, page 10) and the intentional obstruction of traffic and movement of any person (Section I.D.20, page 10)
• Addresses the use of university computing facilities in the violation of copyright laws and the sending of obscene messages (Section I.D.25 (e) and (f), page 11)

The Statement of Disciplinary Procedures introduces the following additions and changes with respect to previous documents:

• Clearly delineates the separation between academic and non-academic misconduct
• Removes under the 90 day statute of limitation within which reports/charges must be filed (Section II.B, page 13, lists no time limit)
• Within academic misconduct, defines the instructor’s role, introduces the Academic Misconduct Hearing Board, and defines the hearing process, sanctions and appeals under the Academic Vice President’s purview, with direct participation of faculty and with the Disciplinary Officer acting as a non-voting convener (Section II.A., pages 12 and 13)
• Charges the Disciplinary Officer or Conduct Administrator with carrying out the non-academic processes, hearings, adjudication and appeals under the purview of the Vice President of Student Affairs; and more clearly and sequentially outlines the processes of investigation, presentation of notice and decisions, hearings, defense, presentation of evidence, witnesses testimony, adjudication and appeals (Section II.B. pages 13 to 17)
• Clearly distinguishes the categories of disciplinary sanctions, interim suspensions and residence hall separations as penalties to be adjudicated in violation of the Code (Section II.C. and II.D. pages 17 to 21)
• Establishes a period of five years for the maintenance of Disciplinary Records (Section II.E., page 21) and a cycle of two years for the periodic review and revision of the Disciplinary Procedures as needed and as directed by the Chancellor

CHANCELLOR’S RECOMMENDATION

Approve the resolution rescinding BR# 04-55 and BR# 05-14 and adopt the addendum to the proposed resolution, “Student Code of Conduct and Statement of Disciplinary Procedures”, to become effective in the fall 2011 semester.
RESOLUTION

centering

REVISION OF SECTION 10.2

of the

HUMAN RESOURCES POLICIES

for the

CSUS CHANCELLOR AND UNIVERSITY PRESIDENTS

at

THE CONNECTICUT STATE UNIVERSITY SYSTEM

October 21, 2010

WHEREAS, On July 22, 2005, the Board of Trustees revised the Human Resources Policies for the CSUS Chancellor and University Presidents, which outline the terms and conditions of employment of the Chancellor and presidents under their jurisdiction, and

WHEREAS, On January 26, 2007, the Board passed Resolution BR 07-07 authorizing the Executive Committee of the Board to approve amendments to the aforementioned policies as may be necessary from time to time, and subsequently inform the Board of any such revisions, in order to streamline the policy making process and ensure timely action, and

WHEREAS, On September 23, 2010, through BR 10-74, the Board rescinded the authorization provided in BR 07-07 wherein the Executive Committee of the Board could approve amendments to the HR Policies for the CSUS Chancellor and Presidents and concurrently ratified all changes which had been made thereto between January 27, 2007 and September 23, 2010, with the exception of Section 10-2, subject to receipt of the report of the Ad Hoc Committee empanelled to review same, and

WHEREAS, The Ad Hoc Committee to Review Section 10.2 of the Human Resources Policies for the CSUS Chancellor and University Presidents has provided their recommendation for revision thereto and the Executive Committee concurs and moves forward to the full Board of Trustees for review and approval thereof that it is hereby
RESOLVED, That the Board of Trustees approves the following revision to Section 10.2 of the Human Resources Policies for the CSUS Chancellor and University Presidents at the Connecticut State University System:

10.2 The Presidents of the four State Universities (revised 12/8/06; 10/1/09; 10/21/2010)

Each President of a university within the CSU System is appointed by the Board, is supervised by the Chancellor, and serves at the pleasure of the Board. He or she may be recommended for non-continuation non-continued by the Chancellor without cause or explanation and without recourse to the procedures of Article 10. Prior to notifying the President of his/her the Chancellor’s intention to recommend non-continuation, the Chancellor shall notify the Chairman of the Board of his/her intended action and shall receive the Chairman’s concurrence of said action. An employee hired prior to December 8, 2006, may be non-continued upon a one-year written notice, and an employee hired on or after December 8, 2006, may be non-continued upon a three-month written notice. In cases where a President is recommended to be non-continued by the Chancellor, the Chancellor shall report such action to the Executive Committee following notification being provided to the President. At the next meeting of the Board of Trustees, the Board may overturn shall take up the recommended non-continuation and either approve or overturn the recommendation by a majority vote of those in attendance and voting at the Board meeting. If no action is taken at the next Board meeting to overturn the Chancellor’s action, the non-continuation shall be implemented as noticed to the Executive Committee and President above. A President may also be terminated by the Board pursuant to Article 10.5. With concurrence of the Executive Committee of the Board and the Chairperson of the Board or, when the Chairperson is unavailable, with the concurrence of the Vice Chairperson, the Chancellor may suspend a President with or without pay. In such a case, the Chancellor shall appoint an Acting President.

A Certified True Copy:

______________________________
Karl J. Krapek
Chairman
ITEM
Revision to Article 10.2 of the Human Resources Policies for the Chancellor and Presidents

BACKGROUND
On July 22, 2005, the Board of Trustees revised the Human Resources Policies for the CSUS Chancellor and University Presidents, outlining the terms and conditions of employment of the System Chancellor and University Presidents. In 2007, via BR 07-07, the full Board of Trustees authorized the Executive Committee of the Board to approve amendments to the aforementioned policies as may be necessary from time to time, and subsequently inform the Board of any such revisions. On September 23, 2010, through BR 10-74, the Board rescinded the authorization provided in BR 07-07 wherein the Executive Committee of the Board could approve amendments to the HR Policies for the CSUS Chancellor and Presidents and concurrently ratified all changes which had been made thereto between January 27, 2007 and September 23, 2010, with the exception of Section 10-2, as the Board was awaiting the review and recommendation of the Ad Hoc Committee empanelled to review same.

ANALYSIS
The Ad Hoc Committee to Review Section 10.2 of the Human Resources Policies for the CSUS Chancellor and University Presidents has submitted their full report and recommendation to the Board through the Executive Committee the following revisions to Section 10.2:

10.2 The Presidents of the four State Universities (revised 12/8/06; 10/1/09; 10/21/2010)
Each President of a university within the CSU System is appointed by the Board, is supervised by the Chancellor, and serves at the pleasure of the Board. He or she may be recommended for non-continuation by the Chancellor without cause or explanation and without recourse to the procedures of Article 10. Prior to notifying the President of the Chancellor’s intention to recommend non-continuation, the Chancellor shall notify the Chairman of the Board of his/her intended action and shall receive the Chairman’s concurrence of said action. An employee hired prior to December 8, 2006, may be non-continued upon a one-year written notice, and an employee hired on or after December 8, 2006, may be non-continued upon a three-month written notice. In cases where a President is recommended to be non-continued by the Chancellor, the Chancellor shall report such action to
the Executive Committee following notification being provided to the President. At the next meeting of the Board of Trustees, the Board may overturn shall take up the recommended non-continuation and either approve or overturn the recommendation by a majority vote of those in attendance and voting at the Board meeting. If no action is taken at the next Board meeting to overturn the Chancellor’s action, the non-continuation shall be implemented as noticed to the Executive Committee and President above. A President may also be terminated by the Board pursuant to Article 10.5. With concurrence of the Executive Committee of the Board and the Chairperson of the Board or, when the Chairperson is unavailable, with the concurrence of the Vice Chairperson, the Chancellor may suspend a President with or without pay. In such a case, the Chancellor shall appoint an Acting President.

RECOMMENDATION

The Executive Committee concurs with the recommendation of the Ad Hoc Committee to Review Section 10.2 as noted above and recommends adoption thereof by the full Board of Trustees.
BOARD OF TRUSTEES
FOR THE
CONNECTICUT STATE UNIVERSITY SYSTEM

AD HOC COMMITTEE TO REVIEW SECTION 10.2
of
HUMAN RESOURCE POLICIES FOR CSUS CHANCELLOR
and
UNIVERSITY PRESIDENTS

COMMITTEE CHAIR, ELIZABETH S. GAGNE
ANGELO J. MESSINA
PETER M. ROSA

OCTOBER 13, 2010
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INTRODUCTION

As called for within Article III, Section 2 of the Bylaws for the Board of Trustees of the Connecticut State University System, the Board Chairman has the authority to establish additional committees of the Board from time to time for purposes of efficient operation.

Per the June 14, 2010 meeting minutes of the full Board of Trustees,

“Chairman Krapek stated that on October 1, 2009 the Executive Committee approved a revision to Section 10.2 of the Human Resource Policies for the Chancellor and University Presidents, which was then reported out to the full Board on October 8, 2009. The Chairman indicated that the Executive Committee had intended to review the item for fine-tuning if necessary, however, in light of the considerable attention to this issue in the last few months, he felt the most appropriate course of action was to empanel an Ad Hoc Committee for the purpose of reviewing Section 10.2. The Chairman informed the Board that the Ad Hoc Committee would be chaired by Trustee Elizabeth Gagne, with Trustees Peter Rosa and Angelo Messina also serving. Chairman Krapek noted that he had every confidence in the committee to review the revised procedure and to report their findings back to the Board.”

Charge of Committee

As described by Chairman Krapek at the June 14, 2010 Board meeting, the charge of the committee was intentionally general so as not to be prescriptive or to limit the scope of the review in relation to Section 10.2. In establishing the Ad Hoc Committee, the Chairman expressed his hope that the work of the Committee would be concluded by fall and that all meetings were to conducted in compliance with all open meeting requirements and the notice provisions of state law.

Section 10.2 (previous version and the 10/1/09 update) is noted below:

10/1/09 POLICY
10.2 The Presidents of the Four State Universities (revised 12/8/06, 10/1/09)
Each President of a university within the CSU System is appointed by the Board, is supervised by the Chancellor, and serves at the pleasure of the Board. He or she may be non-continued by the Chancellor without cause or explanation and without recourse to the procedures of Article 10. Prior to notifying the President of his/her non-continuation, the Chancellor shall notify the Chairman of the Board of his/her intended action and shall receive the Chairman’s concurrence of said action. An employee hired prior to December 8, 2006, may be non-
continued upon a one-year written notice, and an employee hired on or after December 8, 2006, may be non-continued upon a three-month written notice. In cases where a President is to be non-continued by the Chancellor, the Chancellor shall report such action to the Executive Committee following notification being provided to the President. At the next meeting of the Board of Trustees, the Board may overturn the non-continuation by a majority vote of those in attendance and voting at the Board meeting. If no action is taken at the next Board meeting to overturn the Chancellor’s action, the non-continuation shall be implemented as noticed to the Executive Committee and President above. A President may also be terminated by the Board pursuant to Article 10.5. With concurrence of the Executive Committee of the Board and the Chairperson of the Board or, when the Chairperson is unavailable, with the concurrence of the Vice Chairperson, the Chancellor may suspend a President with or without pay. In such a case, the Chancellor shall appoint an Acting President.

12/8/06 POLICY
10.2 The Presidents of the Four State Universities (revised 12/8/06)

Each President of a university within the CSU System is appointed by the Board and serves at the pleasure of the Board. He or she may be non-continued by the Board without cause or explanation and without recourse to the procedures of Article 10. An employee hired prior to December 8, 2006, may be non-continued upon a one-year written notice, and an employee hired on or after December 8, 2006, may be non-continued upon a three-month written notice. A President may also be terminated by the Board pursuant to Article 10.5. With concurrence of the Executive Committee of the Board and the Chairperson of the Board or, when the Chairperson is unavailable, with the concurrence of the Vice Chairperson, the Chancellor may suspend a President with or without pay. In such a case, the Chancellor shall appoint an Acting President.

REVIEW PROCESS

At the organizational meeting of the Committee on July 9, 2010, the Committee agreed to a meeting schedule which had them meeting three additional times, with an expectation that the final report would be brought to the Board at the September 23rd meeting. That schedule was later adjusted to resolve a conflict with the September 9th meeting date. The Committee’s final meeting was moved to October 6, 2010, with the Committee’s report anticipated to be brought to the Executive Committee for distribution to the full Board on October 21, 2010.

In addition to the agreed-upon meeting schedule, the Committee members also agreed to individually solicit the input of the university presidents as well as to request the input of Mr. David Trainor, CSUS Associate Vice Chancellor for Human Resources
& Labor Relations and Executive Assistant to the Chancellor concerning the intent and implications of the revision to Section 10.2.

The Committee received copies of the following documentation to assist in their deliberations

- Bylaws of CSUS Board of Trustees
- HR Policies for CSUS Chancellor and University Presidents
- 10/1/09 Staff Report concerning Section 10.2
- Section 10.2 – current policy and prior version
- BR 07-7 Revision of HR Policies for CSUS Chancellor and University Presidents
- Position Descriptions for CSUS Chancellor and University Presidents
- Board Committees’ areas of jurisdiction
- Section 2 HR Policies of Connecticut Community Colleges (Selection, Appointment & Termination)
- BR 10-74 Revision of HR Policies for CSUS Chancellor and University Presidents

RANGE OF TOPICS DISCUSSED

Over the course of the meetings of the Ad Hoc Committee, a wide range of topics were discussed, some of which included

- the purpose of 10.2 (both old and new—why did administration feel the update was necessary/an improvement);
- Pros and cons concerning efficacy of the policy as revised;
- Benchmarks at other institutions of higher education;
- Use of negotiated separation agreements is not referenced within the policy: what policy governs such agreements; when might one be used or not used; should 10.2 be modified to contemplate that possible resolution to a non-continuation situation;
- Notification of non-continuation (formal notification vs. preliminary informational discussion);
- One-year vs. three-month non-continuation notification; and
- Notification of non-continuation at private industry compared to academia.

The Committee received input from AVC Trainor which indicated the CSUS notification provisions were more generous than that afforded by University of Connecticut (UConn) and the Connecticut Community Colleges (CCC). At UConn, with the exception of the university president, management employees are on an at-will basis. In the case of the CCC, the Committee received a copy of their HR Policies which indicated that the CCC Chancellor had the authority to non-continue a college president,
without prior approval of the Board of Trustees. Whereas, in the instance of the CSUS
policy (10.2), a non-continuation recommendation by the Chancellor, must first go to the
Chairman, then the Executive Committee, then to the full Board if the Board wished to
overturn the recommendation of the CSUS Chancellor.

AVC Trainor also pointed out that state statutes detailing the role of the CSUS Board
of Trustees have similar language as it relates to the hiring of university presidents and
university physicians as contained in the statutes governing UConn and the CCC.

**RECOMMENDATION**

At the October 6, 2010 Ad Hoc Committee meeting, the Committee received
without objection the revision to Section 10-2 as provided by Committee Chair Gagne.
At that meeting, representatives of the Attorney General’s Office were present and
indicated the revision as submitted was acceptable in that it would fully comply with state
law. They opined, however, they it might be a preferable management practice for the
CSUS Chancellor to meet with the Board prior to notifying the affected individual to
notify the Board of the Chancellor’s intent to recommend non-continuation. AVC
Trainor pointed out that to do so would not be allowable under state Freedom of
Information provisions (Conn. Gen. Stat. 14, 1-200 and 1-210 (6) (a)) wherein the Board,
even if meeting in Executive Session, was obligated to notify the subject individual. That
individual would then have the option of attending the meeting and, additionally, call for
the meeting to be held in Open session.

Following a discussion among all Committee members, the members of the Ad
Hoc Committee approved the following revisions to Section 10.2 of the HR Policies for
CSUS Chancellor and University Presidents for transmittal to the Executive Committee
for review and then to the full Board as called for under the recently approved Board
Resolution 10-74 amending same.
10.2 The Presidents of the four State Universities (revised 12/8/06; 10/1/09; */2010)

Each President of a university within the CSU System is appointed by the Board, is supervised by the Chancellor, and serves at the pleasure of the Board. He or she may be recommended for non-continuation non-continued by the Chancellor without cause or explanation and without recourse to the procedures of Article 10. Prior to notifying the President of the Chancellor’s intention to recommend non-continuation, the Chancellor shall notify the Chairman of the Board of his/her intended action and shall receive the Chairman’s concurrence of said action. An employee hired prior to December 8, 2006, may be non-continued upon a one-year written notice, and an employee hired on or after December 8, 2006, may be non-continued upon a three-month written notice. In cases where a President is recommended to be non-continued by the Chancellor, the Chancellor shall report such action to the Executive Committee following notification being provided to the President. At the next meeting of the Board of Trustees, the Board may overturn shall take up the recommended non-continuation and either approve or overturn the recommendation by a majority vote of those in attendance and voting at the Board meeting. If no action is taken at the next Board meeting to overturn the Chancellor’s action, the non-continuation shall be implemented as noticed to the Executive Committee and President above. A President may also be terminated by the Board pursuant to Article 10.5. With concurrence of the Executive Committee of the Board and the Chairperson of the Board or, when the Chairperson is unavailable, with the concurrence of the Vice Chairperson, the Chancellor may suspend a President with or without pay. In such a case, the Chancellor shall appoint an Acting President.
BOARD OF TRUSTEES
FOR THE
CONNECTICUT STATE UNIVERSITY SYSTEM
REGULAR MEETING
10:00 a.m., Thursday, September 23, 2010
Betty Tipton Room of Student Center
Eastern Connecticut State University, Willimantic, CT

TRUSTEES
Angelo J. Messina
Karl J. Krapek, Chairman
Richard J. Balducci, Vice Chairman
Theresa J. Eberhard Asch, Secretary
Michael A. Caron
Andrew Chu
Mercedes DeMasi (via teleconference)
John A. Doyle
Elizabeth S. Gagne

TRUSTEES ABSENT
Ryan C. Sheehan

OTHER OFFICIALS
David G. Carter, Chancellor, Connecticut State University System (CSUS)
Jack W. Miller, President, Central Connecticut State University (CCSU)
Elsa Nuñez, President, Eastern Connecticut State University (ECSU)
Stanley F. Battle, Interim President, Southern Connecticut State University (SCSU)
James W. Schmotter, President, Western Connecticut State University (WCSU)

STAFF TO THE BOARD
Erin A. Fitzgerald, Associate for Board Affairs

CALL TO ORDER
Chairman Krapek called the meeting to order at 10:00 a.m. and, following roll call and announcement of emergency exit locations in accordance with C.G.S. § 29-381, declared a quorum present.

ADOPTION OF AGENDA
Chairman Krapek noted that he wished to entertain a motion to adopt the agenda as presented with the addition of an item under New Business, a Resolution concerning the Revision of the Human Resources Policies for the CSUS Chancellor and University Presidents at the Connecticut State University System. In accordance with Board bylaws,
the Chairman distributed a copy of the proposed resolution which sought to strike the language the Board approved in 2007 as it pertained to vesting the Executive Committee of the Board with the authority to approve amendments to the aforementioned HR policies. **Trustee Pugliese so moved; with a second by Vice Chairman Balducci.**

Trustee DeMasi moved to lay on the table; seconded by Trustee Sullivan. On a roll call vote, the motion to lay on the table failed. 15/2 (Trustees DeMasi and Sullivan voting in favor of the motion to lay on the table; all other members voting in opposition to lay on the table.)

With a motion on the floor from Trustee Pugliese and a second from Vice Chairman Balducci to add the proposed resolution to the agenda, the proffered resolution was added to the agenda under New Business.

Hearing no other amendments to the agenda, Chairman Krapek requested a motion to adopt the agenda as amended. **Trustee Balducci so moved; with a second by Trustee Pugliese; the agenda as amended was unanimously adopted.**

**APPROVAL OF MINUTES**

Chairman Krapek requested a motion to accept the Minutes of the July 21, 2010 Regular Meeting; Trustee Balducci moved; Trustee Sholtis seconded; motion unanimously passed.

The Chairman noted that prior to hearing the Chancellor’s report, he wished to offer some brief comments. Chairman Krapek indicated he had served on the Board for some time and has always been incredibly proud of the work of the Board members who volunteering their time to support the CSUS students and provide them with a great education and great value. Chairman Krapek stated that he recognized that the students are the future, and the caliber of the education they receive is critical not only to their individual lives, but also to the economic vitality of the State of Connecticut..

The Chairman noted that the work of the Board was always done with respect and with the best interest of students always first and foremost and offered the following listing of achievements within the universities of the Connecticut State University System.
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- CSUS universities awarded more diplomas this year than in any year in our history, surpassing 7,000 degrees awarded for the first time;
- an increasing number of graduates who elected to continue their education at the graduate level did so at CSUS institutions, up from 53 percent to 71 percent in the past two years;
- the number of Connecticut students transferring into CSUS universities grew by 33 percent in the past decade, attracting more Connecticut residents to return from out-of-state schools, and more Connecticut Community College students to continue their education; and
- despite a sluggish economy, in a recent survey, 60 percent of CSUS recent graduates report that they obtained either a new, higher level or higher paying job.

Chairman Krapek indicated he felt that was a remarkable record of success – one that could not have been achieved without dedicated and talented faculty and staff, and inspiring, hard-working students. He added that it underscored the solid foundation in place as the system and universities approach the challenging times and tough decisions ahead. Chairman Krapek stated that the Board has worked well together through the years, and that it was more important than ever to move forward as one board with one common purpose – to do what is best for the students.

CHANCELLOR’S REPORT

Chancellor Carter noted the Board binders contained copies of recent press releases, the CSUS 2020 monthly project status report, and a report of The Delta Cost Project sponsored by The Lumina Foundation, “Trends in College Spending 1998-2008.”

Chancellor Carter applauded faculty, staff and administration for their hard work on behalf of the universities and the Connecticut State University System, noting that as the system and universities continued to steer through the ongoing fiscal crisis, it was his hope that everyone understands the need to work together.

Chancellor Carter noted that he had gone through difficult times before, both in K-12 and in Higher Education, stating “If we work together, that which is an obstacle can
become an opportunity. The choice lies with us. We can determine our own destiny or let others determine it for us.”

Chancellor Carter informed the Board that each university as well as the System Office had prepared various scenarios responsive to the upcoming fiscal picture, focusing on ways in which to respond to budget adjustments made by the State, that would impact all of us, as well as to identify what could be done to not increase costs. Adding that the universities and the System were one of the primary pillars in moving the State forward, he noted the positive impact when a student graduated and stayed in the state: and the cultural enrichment and intellectual stimulation as a result of the students of the CSUS.

In closing, Chancellor Carter noted the current economic situation could be a time of transformation, stating that “…years from now we can look back and recognize that we used the opportunities afforded us during these challenging times to become better universities and a better system of higher education.”

**ECSU ANNUAL REPORT – PRESIDENT NUÑEZ**

President Nunez provided the annual report of Eastern Connecticut State University to the Board, focusing on several of the Core Values of the University’s Strategic Plan, highlights of which were as noted below:

ECSU: a liberal education practically applied. President Nunez spoke to the university strategic plan and some of the core values, such as Social Responsibility, Inclusion, Access and Opportunity. President Nunez noted that Eastern, at 26%, ranks #1 among all 25 COPLAC institution in percentage of minority faculty and that the percentage of full-time students entering ECSU who are students of color is 20%, an all-time high. The president shared with the Board, ECSU’s success in providing students with financial support and the university’s receipt of The College Board’s Innovation Award in connection with the Dual Enrollment Initiative.
ACADEMIC AFFAIRS COMMITTEE

Trustee Doyle reported that the Academic Affairs Committee met on Wednesday, September 15, 2010 at Southern Connecticut State University and recommended approval of the following items:

Mission and Vision Statements for Eastern Connecticut State University.

Trustee Doyle noted that the updated statements were the result of a comprehensive strategic planning process began in 2007. The university's vision is to become a public liberal arts college of first choice, with academic programs that achieve national distinction. The university's mission statement affirms the centrality of teaching and learning and the commitment to diversity, social responsibility and lifelong learning.

Trustee Doyle moved the resolution; Trustee Caron seconded and the following resolution was unanimously approved.

WHEREAS, The four universities in the Connecticut State University System seek to adopt congruent but nonetheless distinct institutional missions and visions, as well as define their areas of excellence in servicing the state of Connecticut and its citizenry, and

WHEREAS, Through Board Resolution 98-63 the Board of Trustees for the Connecticut State University System approved Eastern Connecticut State University mission statement, and

WHEREAS, As part of its strategic planning process, Eastern Connecticut State University has ratified its vision statement and modified its mission to better reflect its role as the state public liberal arts college, and its aspirations to be a university of first choice, and

WHEREAS, The mission and vision statements have been generated with ample participation from members of the university community and external contributors, and have been approved as appropriate by the university President, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System rescinds Board Resolution 98-63 and approves the university mission and vision statements for Eastern Connecticut State University as attached.

ECSU Mission

Eastern Connecticut State University is the state's designated public liberal arts college. Within the Connecticut State University System, Eastern, a predominantly undergraduate institution, attracts and welcomes a diverse community of learners, supported by a teaching faculty, staff, administrators, and a residential campus, all of which promote intellectual curiosity, integrity, and social responsibility.
Eastern's commitment to a liberal arts education is exemplified in its Liberal Arts Core Curriculum, a sequenced, interdisciplinary program that all students share, independent of their majors and career aspirations. As a result of this foundation, our students apply a broad range of theoretical approaches in a variety of active learning settings to cultivate the knowledge, skills, and perspectives necessary to prepare them for their personal, professional, and public roles.

In its role as a public university, Eastern develops students who can become productive, engaged community leaders. Eastern also serves as a social, cultural, and economic catalyst for the region and the state of Connecticut.

Eastern's programs in the arts and sciences, teacher education and professional studies prepare students for careers or advanced study while providing them with the lifelong skills and confidence needed to succeed in a world of constant economic, social, and technological change.

ECSU Vision

Aspiring to be a public liberal arts college of first choice, Eastern Connecticut State University will create an unparalleled college experience for its students and achieve national distinction for its academic programs. Eastern’s faculty, students and staff will enhance the University’s position as an intellectual community, acknowledged for its engaged teaching, learning, research and creative work. Advancing its position as a model for social responsibility, environmental stewardship, and educational access, the University will be recognized as a resource that is responsive to the needs of the region and the state.

Mission and Vision Statements for Southern Connecticut State University.

Trustee Doyle noted that the statements were the result of a comprehensive strategic planning process began in 2006. The mission reaffirms the university as a diverse comprehensive institution committed to academic excellence and dedicated social justice, the empowerment of communities, and leadership development for the public good. The university's vision calls for an institution that challenges and empowers students, builds on its strengths in graduate education and workforce programs, and commits to social responsibility and global citizenship. Trustee Doyle moved the resolution; Trustee Caron seconded and the following resolution was unanimously approved.

WHEREAS, The four universities in the Connecticut State University System seek to adopt congruent but nonetheless distinct institutional missions and visions, as well as define their areas of excellence in servicing the state of Connecticut and its citizenry, and
WHEREAS, Through Board Resolution 98-63, as amended by Board Resolution 00-91, the Board of Trustees for the Connecticut State University System approved Southern Connecticut State University's mission and vision statements, and

WHEREAS, As part of its strategic planning process beginning in 2006, Southern Connecticut State University engaged in an effort to revise its mission and vision statements with broad input from faculty, staff, and students, and

WHEREAS, The mission and vision statements have been approved through appropriate university committees and processes, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System rescinds Board Resolution 98-63, as amended by Board Resolution 00-91, and approves the university mission and vision statements for Southern Connecticut State University as attached.

SCSU Mission

Southern Connecticut State University provides exemplary graduate and undergraduate education in the liberal arts and professional disciplines. As an intentionally diverse and comprehensive university, Southern is committed to academic excellence, access, social justice, and service for the public good.

Fulfilling the Mission- “Pursuing Excellence, Fostering Leadership, Empowering Communities:
As a student-centered institution, Southern regards student success as its highest priority. We seek to instill in all of our students the value of the liberal arts and sciences as a foundation for professional development and life-long learning. Our students receive exemplary professional training and are inspired by the research, scholarship, and creative activity of our teacher-scholars.

Through tradition and innovation, Southern strives to empower every undergraduate and graduate student with the knowledge, skills, and perspectives essential for active participation and impassioned, ethical leadership in our rapidly changing global society. Within the Connecticut State University System, Southern leads the way in graduate education and produces the largest number of graduates in health/life sciences, education, and social public services.

SCSU Vision

A Model University
Southern Connecticut State University, a student-centered institution, will become nationally recognized as a model center for teaching and learning where faculty engage in outstanding research and creative activity and challenge students to reach their full potential. Our students will be empowered with the academic skills, intellectual tools, practical experiences, and extracurricular programs for success in their chosen fields of study and their life’s work. Keys to their success will be excellence in critical thinking, problem-solving, technological literacy, oral and written communication, cross-cultural competence, global awareness, and
collaborative, ethical leadership. We will expand our use of e-learning technologies to provide broader educational access and to introduce our students to technology as a tool for ongoing, interactive learning. Southern will employ best practices in energy conservation, the preservation of nature, and environmental responsibility to reflect our respect for the planet and future generations.

**Building on Our Strengths**

Southern takes great pride in being the second largest institution of higher education in Connecticut and the leading graduate center in the Connecticut State University System. The institution will foster and promote the important synergies between undergraduate and graduate programs. One of our hallmarks is the unique ways in which graduate programs enrich undergraduate programs and the ways in which the undergraduate liberal arts and sciences provide a foundation for more specialized study. Through careful assessments of our fiscal, human, physical, and technological resources, we will strive to meet the work force needs of the state and nation, especially in the fields of education, nursing, social/public services, business and STEM disciplines (science, technology, engineering, and mathematics). At the same time, we will strengthen our liberal arts core and cultivate interdisciplinary programs.

**Engagement with Our Community**

Through a variety of curricular and extracurricular programs, Southern will become widely known for its contributions to the intellectual, artistic, cultural, and economic growth and vitality of the region. In collaboration with other organizations, we will make significant contributions to closing educational achievement gaps, reducing health disparities, achieving social justice, and preserving our environment. The University will prepare students for social responsibility and global citizenship through the provision of exciting opportunities for community internships, service learning, and expanded international education programs. Southern will also demonstrate itself to be a visible and invaluable resource to the Greater New Haven community and the region, through educational partnerships, professional development opportunities, and community service.

**Mission and Vision Statements for Western Connecticut State University.**

Trustee Doyle noted that the statements were the result of a comprehensive strategic planning process launched in 2006. The mission statement reaffirms the university's aspirations to become a public university of choice for programs of excellence in the liberal arts and the professions, with a commitment to public service, interdisciplinary programs and personalized learning. The university's vision calls for a diverse university community supportive of student-focused environments, characteristic of the best small private universities. **Trustee Doyle moved the resolution; Trustee Pugliese seconded and the following resolution was unanimously approved.**

WHEREAS, The four universities in the Connecticut State University System seek to adopt congruent but nonetheless distinct institutional missions and visions, as well as
define their areas of excellence in servicing the state of Connecticut and its
citizenry, and

WHEREAS, Through Board Resolution 98-73 the Board of Trustees for the Connecticut State
University System approved Western Connecticut State University's mission
statement, and

WHEREAS, As part of its strategic planning process beginning in 2006, Western Connecticut
State University used as its cornerstone a vision statement which whose elements
were expressed as strategic initiatives, and

WHEREAS, The mission and vision statements have emerged through appropriate university
committees and processes, including the approval from the university President,
therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System rescinds
Board Resolution 98-73 and approves the mission and vision statements for
Western Connecticut State University as attached.

WCSU Mission

Western Connecticut State University serves as an accessible, responsive and creative
intellectual resource for the people and institutions of Connecticut. We strive to meet the
educational needs of a diversified student body through instruction, scholarship and public
service. Western aspires to be a public university of choice for programs of excellence in the
liberal arts and the professions by providing full-time and part-time students with the necessary
background to be successful in their chosen careers and to be productive members of society. It
accomplishes this by emphasizing:

- A strong liberal arts foundation
- Strong skills in communication, problem solving, and critical thinking
- Opportunities for experiential, cooperative, and internships experiences
- A strong background in information technologies
- Interdisciplinary programs
- A strong sense of commitment to public service
- A personalized learning environment

Our mission as a public comprehensive University is given life through the principles and
values that guide us.

Fulfilling the Mission - Principles

- Empowering students to attain the highest standards of academic achievement, public and
  professional services, personal development, and ethical conduct is our fundamental
  responsibility.
- Facilitating learning is our primary function, and it requires that our faculty be active
  scholars who have a lasting interest in enhancing instruction and that our curriculum be
dynamic and include advanced instructional technologies.
• Preparing students for enlightened and productive participation in a global society is our obligation and is best fulfilled by developing the best possible academic programs and learning experiences.
• Promoting a rich and diverse cultural environment that allows freedom of expression within a spirit of civility and mutual respect is our abiding commitment.
• Strengthening our partnership with the people and institutions of Connecticut is a benefit to both the University and the state and endows our teaching and scholarship with a special vitality and dedication.

WCSU Vision

Western Connecticut State University capitalizes on its outstanding faculty and its location in the greater New York metropolitan area to create a diverse university community that—in its range of quality academic programs and in its enriching and supportive student-focused environment—is characteristic of New England’s best small private universities, but with much more affordable costs.

Required High School Preparation for Admission to a University in the Connecticut State University System (page 10 in the board binders). Several board resolutions by this Board have promoted and anticipated a state adoption of more defined requirements for high school graduation. The recent Public Act # 10-111 defines new high school graduation requirements for students in the state public education system. The proposed resolution ensures full alignment of university admission requirements to state required course work for high school graduation. Following inquiries from Trustee DeMasi regarding home schooled students and general discussion responsive thereto, Trustee Doyle moved the resolution; Trustee Pugliese seconded and the following resolution was unanimously approved. Trustee Doyle added that the admissions requirements and the updated revision were the end product of many voices working collaboratively, all of whom were heard from at the open meetings of the Board’s Academic Affairs Committee and System Councils. He encouraged any Board members to avail themselves of the opportunity to attend the meetings of the Academic Affairs Committee if they had any concerns or questions where they would be welcome to participate in the in-depth discussions which take place at that level.

Resolutions concerning discontinuation or continuation of university Centers and Institutes. Trustee Doyle moved adoption of the following resolutions; Trustee
Eberhard Asch seconded and the following resolutions were unanimously approved:

- Discontinuation of the Center for Collaboration – WCSU
- Continuation of Center for Africana Studies – CCSU
- Continuation of Center for Education & Research at Outer Island – CCSU
- Continuation of George R. Muirhead Center for Internal Education – CCSU
- Continuation of the Latin American, Latino and Caribbean Center – CCSU
- Continuation of Center for Public Policy and Social Research – CCSU
- Continuation of Energy Institute – ECSU
- Continuation of Center for Sustainable Energy Studies – ECSU
- Continuation of Center for Public Policy and Social Research – CCSU
- Continuation of Louis & M. Joan Sirico Center for Elders and Families – SCSU
- Continuation of Institute for Holistic Health Studies – WCSU
- Continuation of Westside Nature Preserve Center – WCSU

**Discontinuation of the Center for Collaboration – WCSU**

WHEREAS, The Center for Collaboration for the State of Connecticut at Western Connecticut State University was established by Board Resolution 92-129 and last reapproved through Board Resolution 05-65, and

WHEREAS, The President of Western Connecticut State University has evaluated the work of the Center for Collaboration and has recommended its discontinuance, therefore

RESOLVED, That the Board of Trustees for the Connecticut State University System accepts the recommendation of the Chancellor and the university President and hereby dissolves the Center for Collaboration at Western Connecticut State University, effective December 31, 2010.

**Continuation of Center for Africana Studies – CCSU**

WHEREAS, The Center for Africana Studies for the State of Connecticut was established at Central Connecticut State University by Board Resolution 01-11 and last reapproved through Board Resolution 07-04, and

WHEREAS, The President of Central Connecticut State University has evaluated the work of the Center for Africana Studies and has recommended its continuation, therefore

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Center for Africana Studies for the State of Connecticut.
Continuation of Center for Education & Research at Outer Island – CCSU

WHEREAS, The Center for Education and Research at Outer Island for the State of Connecticut was established at Central Connecticut State University by Board Resolution 95-66 and last reapproved for continuation through Board Resolution 05-74, and

WHEREAS, The President of Central Connecticut State University has evaluated the work of the Center for Education and Research at Outer Island and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Center for Education and Research at Outer Island for the State of Connecticut at Central Connecticut State University and requires that the President of Central submit a report to the Chancellor of the CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Center for Education and Research at Outer Island at Central Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Continuation of George R. Muirhead Center for Internal Education – CCSU

WHEREAS, The George R. Muirhead Center for International Education for the State of Connecticut was established through a merger of the International Affairs Center and the Intensive English Language Institute at Central Connecticut State University by Board Resolution 99-30 and last reapproved for continuation through Board Resolution 07-03, and

WHEREAS, The President of Central Connecticut State University has evaluated the work of the George R. Muirhead Center for International Education and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the George R. Muirhead Center for International Education for the State of Connecticut at Central Connecticut State University and requires that the President of Central submit a report to the Chancellor of the
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CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the George R. Muirhead Center for International Education at Central Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Continuation of the Latin American, Latino and Caribbean Center – CCSU

WHEREAS, The Latin American, Latino and Caribbean Center for the State of Connecticut was originally established at Central Connecticut State University by Board Resolution 95-73, renamed as such through Board Resolution 09-75, and last reapproved for continuation through Board Resolution 07-05, and

WHEREAS, The President of Central Connecticut State University has evaluated the work of the Latin American, Latino and Caribbean Center and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Latin American, Latino and Caribbean Center for the State of Connecticut at Central Connecticut State University and requires that the President of Central submit a report to the Chancellor of the CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Latin American, Latino and Caribbean Center at Central Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Continuation of the Center for Public Policy and Social Research at Central

WHEREAS, The Center for Public Policy and Social Research for the State of Connecticut was established through a merger of the Center for Public Policy and Practical Politics and the Center for Social Research at Central Connecticut State University by Board Resolution 03-13, and last reapproved through Board Resolution 05-56, and

WHEREAS, The President of Central Connecticut State University has evaluated the work of the Center for Public Policy and Social Research and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Center for Public Policy and Social Research for the State of Connecticut at Central Connecticut State University and requires that the President of Central submit a report to the Chancellor of the CSU System
evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Center for Public Policy and Social Research at Central Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Continuation of the Energy Institute at Eastern

WHEREAS, The Energy Institute for the State of Connecticut was established at Eastern Connecticut State University by Board Resolution 00-76 and reapproved for continuation through Board Resolution 05-71, and

WHEREAS, The President of Eastern Connecticut State University has evaluated the work of the Energy Institute and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Energy Institute for the State of Connecticut at Eastern Connecticut State University and requires that the President of Eastern submit a report to the Chancellor of the CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Energy Institute at Eastern Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Continuation of the Center for Sustainable Energy Studies at Eastern

WHEREAS, The Center for Sustainable Energy Studies for the State of Connecticut was established at Eastern Connecticut State University by Board Resolution 00-74 and reapproved for continuation through Board Resolution 05-72, and

WHEREAS, The President of Eastern Connecticut State University has evaluated the work of the Center for Sustainable Energy Studies and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Center for Sustainable Energy Studies for the State of Connecticut at Eastern Connecticut State University and requires that the President of Eastern submit a report to the Chancellor of the CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Center for Sustainable Energy Studies for the State of Connecticut at Eastern Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.
Continuation of the Louis & M. Joan Sirico Center for Elders and Families at Southern

WHEREAS, The Louis and Joan M. Sirico Center for Elders and Families for the State of Connecticut was originally established at Southern Connecticut State University by Board Resolution 05-46 and later renamed as such through Board Resolution 05-59, and

WHEREAS, The President of Southern Connecticut State University has evaluated the work of the Louis and Joan M. Sirico Center for Elders and Families and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Louis and Joan M. Sirico Center for Elders and Families for the State of Connecticut at Southern Connecticut State University and requires that the President of Southern submit a report to the Chancellor of the CSU System evaluating the performance of the Center, including its funding status, and recommending continuance or discontinuance by September 1, 2011, and be it further

RESOLVED, That the Louis and Joan M. Sirico Center for Elders and Families at Southern Connecticut State University shall go out of existence on December 31, 2011, unless the Board of Trustees acts to the contrary.

Continuation of the Institute for Holistic Health Studies at Western

WHEREAS, The Institute for Holistic Health Studies for the State of Connecticut at Western Connecticut State University was established by Board Resolution 00-87 and was recommended for continuation by Board Resolution 05-67, and

WHEREAS, The President of Western Connecticut State University has evaluated the Institute's operation and has recommended its continuation, therefore, be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Institute for Holistic Health Studies at Western Connecticut State University and requires that the President of Western submit a report to the Chancellor of the CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Institute for Holistic Health Studies at Western Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Continuation of the Westside Nature Preserve Center at Western
WHEREAS, The Westside Nature Preserve Center for the State of Connecticut was established at Western Connecticut State University by Board Resolution 93-69 and last reapproved for continuation through Board Resolution 05-65, and

WHEREAS, The President of Western Connecticut State University has evaluated the work of the Westside Nature Preserve Center and has recommended its continuation, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System authorizes the continuation of the Westside Nature Preserve Center for the State of Connecticut at Western Connecticut State University and requires that the President of Western submit a report to the Chancellor of the CSU System evaluating the performance of the Center and recommending continuance or discontinuance by September 1, 2015, and be it further

RESOLVED, That the Westside Nature Preserve Center for the State of Connecticut at Western Connecticut State University shall go out of existence on December 31, 2015, unless the Board of Trustees acts to the contrary.

Following approval of the Board’s action on the continuation and/or discontinuation on Institutes and Centers, Vice Chairman Balducci spoke to the good works of the institutes and centers, noting the decrease in the level of state support which they previously received (previously $100,000; currently no state funds). While he commended the efforts of the universities in continuing to support the various constituencies of the respective centers and institutes, he added that it was one example of the increased burden placed on the universities and that the decrease in state funds will continue to be felt in some of the programs offered. Trustee Sullivan stated the universities of the Connecticut State University system out to get ahead of the curve on Islamic studies. Chairman Krapek thanked both Vice Chairman Balducci and Trustee Sullivan for their comments.

A resolution to approve the Annual reports of the Endowed Chairs at the Connecticut State Universities for submission to the Board of Governors of Higher Education. Trustee Doyle moved the resolution; Trustee Pugliese seconded and the following resolution was unanimously approved.
WHEREAS, Under the provisions of Section 10a-20a of the Connecticut General Statutes, the Board of Governors of Higher Education may establish and administer an Endowed Chair Investment Fund, and

WHEREAS, Central Connecticut State University has received state support from the investment fund above for the Stanislaus A. Blejwas Endowed Chair in Polish and Polish American Studies, and for the William A. O’Neill Endowed Chair in Public Policy and Practical Politics, and

WHEREAS, Eastern Connecticut State University has similarly received state support for the Endowed Chair in Sustainable Energy Studies, and for the Endowed Chair in Early Childhood Education, and

WHEREAS, Southern Connecticut State University has similarly received state support for the Dorothy W. Goodwin Endowed Chair in Special Education, and

WHEREAS, Western Connecticut State University has similarly received state support for the Macricostas Endowed Chair in Hellenic and Modern Greek Studies, and

WHEREAS, Under the provisions of Section 10a-20f of the Connecticut General Statutes, an annual report of activities of the supported chairs is to be submitted to the Board of Governors of Higher Education, therefore be it

RESOLVED, That the Board of Trustees accepts the annual reports of the above named Endowed Chairs, and be it further

RESOLVED, That the Chancellor of the Connecticut State University System forward these reports to the Board of Governors for Higher Education.

DEVELOPMENT COMMITTEE

Trustee Pugliese reported that the Development Committee met on September 16th, and while there were no action items for the Board’s approval on the agenda, he wished to offer the following update to the Board.

The Development Committee reviewed the updated Development Plan for Western Connecticut State University. The Committee previously reviewed updated plans from Central, Eastern and Southern. The Developments Plans are scheduled to be considered for approval by the Committee at their November meeting.

The quarterly gift income reports from the universities were reviewed. All four universities continue to realize success with the various fundraising events and annual campaigns, which are highlighted at each meeting.
The Committee discussed a potential naming opportunity at Central Connecticut State University. The University anticipates that the major gift associated with this opportunity will be finalized sometime in the Spring of 2011.

Trustee Williams extended her congratulations to President Schmotter for WCSU’s development efforts. Trustee Pugliese added that all four universities and their development teams were working very hard in difficult financial circumstances and times.

STUDENT LIFE COMMITTEE

Trustee Panciera reported that the Student Life Committee met on September 14 at ECSU and had the following update to offer.

The committee received an update on the revision of admission standards to align more clearly with the new high school graduation standards recently passed by the Connecticut General Assembly. Trustee Doyle will comment on the specifics as the Academic Affairs Committee brings forth a recommendation to the Board today.

In addition, the committee was briefed on the success of the textbook rental program, piloted at all four universities this fall. In all cases, the Universities reported that there was substantial activity and students were happy to have the option of renting textbooks. An early estimate is that students were able to save a total of about $400,000 over the cost of new texts through the program, and students at the Universities are anxious for the program to be expanded to include more titles. It was also noted that e-books are available for some titles, and that students are taking advantages of this option as well. E-books are less expensive than new “paper” books, but more expensive than rentals. As publishers make available more titles in this format, this option will certainly expand.

In closing Trustee Panciera reported that the Committee members appreciated all of the efforts from the universities towards helping to control the expense of textbooks for students.

FINANCE AND ADMINISTRATION COMMITTEE
Trustee Messina reported that the Finance and Administration Committee met on September 17 and had seven action items to bring before the Board.

**Appointment of Chandler Howard as a Distinguished Business Executive in Residence at Eastern Connecticut State University.** Pursuant to Board Resolution #82-120, the “In Residence” title may be awarded to individuals of established reputation in their chosen field who make significant contributions to the instructional programs of a CSUS University by spending limited periods of time in residence at the University. Trustee Messina noted that the appointment to such title is honorary and is not accompanied by any compensation or perquisite. Chandler Howard, Chief Executive officer and President of Liberty Bank, will be in residence at Eastern Connecticut State University during the 2010-2011 Academic Year, offering contributions to students and faculty through his rich array of business experience and philanthropy. **Trustee Messina moved the resolution; Trustee Motley seconded and the following resolution was unanimously approved.**

WHEREAS, BR#82-120 authorizes the Board to award the title “In Residence” to persons of established reputation in their chosen field who seem likely to make significant contributions to the instructional programs of CSUS institutions, and

WHEREAS, Mr. Howard currently serves as Chief Executive Officer and President of Liberty Bank, a leading financial services institution in Connecticut and previously served as Chairman and CEO of Fleet Bank – Connecticut and Co-President for Bank of America Connecticut and Hartford Market of Bank of America Corp. as well as a form head of Connecticut Innovations, a quasi-public agency charged with promoting technology growth in the state, and

WHEREAS, Mr. Howard, who holds a BA from the University of Connecticut and a Master’s Degree in Finance from Rensselaer Polytechnic Institute, possesses business leadership qualities that combine a visionary perspective, a focus on service to the end user, and the need to incorporate principles of transparency into consumer information and business practices, and

WHEREAS, Mr. Howard has championed many civic and humanitarian causes such as serving as past chairman of Connecticut’s Charter Oak State College, a member of the Governor’s Task Force on the Future of the Regional Vocational-Technical High School System, the President of the Liberty Bank Foundation, the Board of Directors of the Metro Hartford Chamber of Commerce, The Executive Committee of the United Way of the Capital Area, the Board of St. Francis Hospital and Medical Center, the Mount Sinai Hospital Community
Advisory Committee, the Board of the Bushnell Center for the Performing Arts, and other very important organizations, and

WHEREAS, Mr. Howard is eminently qualified for this distinction and has agreed to serve in this capacity, and the University is in compliance with the “honorary” and limited term nature of these appointments as stipulated in BR#82-120, therefore be it

RESOLVED, That Mr. Chandler Howard is named Distinguished Business Executive in Residence by Eastern Connecticut State University for the 2010-2011 academic year.

Relinquishment of care, custody and control of a parcel of land situated in New Britain, Connecticut and approval of an adjacent temporary easement to the Connecticut Department of Transportation

As you may recall, on May 13th of this year the Board of Trustees ratified an action taken on their behalf by the Executive Committee which relinquished a right of way over a small parcel of land in New Britain to the Connecticut Department of Transportation to accommodate modifications to the Cedar Street Bridge adjacent to the Northeast corner of the CCSU campus. The bridge modifications are necessary for completion by the State of a nearly 10-mile Bus Rapid Transit corridor between New Britain and Hartford. Essentially an eminent domain action, the State agreed to provide $7,000 in compensation to the System. On August 2, 2010, the DOT rescinded the compensation offer, indicating that revisions to the bridge design also require a temporary easement consisting of a 671-square foot adjacent land parcel. The DOT has now submitted an $8,000 compensation offer in exchange for both the relinquishment of the 2,342 square foot parcel along with the grant of a temporary easement. Trustee Messina moved the resolution; Trustee Rosa seconded and the following resolution was unanimously approved.

WHEREAS, On April 8, 2010, the Connecticut Department of Transportation (“DOT”) requested the relinquishment of care, custody and control of approximately 2,342 square feet of land from the Connecticut State University System (“CSUS”) to the DOT to enable them to reconstruct the Cedar Street Bridge adjacent to the northeast corner of CCSU’s East Campus to accommodate the planned Bus Rapid Transit facility in exchange for compensation of $7,000, and

WHEREAS, On May 13, 2010, the CSUS BOT passed BR#10-39, relinquishing care, custody and control of the requested parcel of land to the DOT, and
WHEREAS, On August 2, 2010 the DOT rescinded the compensation offer and indicated that revisions to the bridge design added the requirement of a temporary easement consisting of a 671 square foot adjacent land parcel in addition to the relinquishment of care, custody and control of the previously requested land, and

WHEREAS, In exchange, the DOT will provide compensation of $8,000 to the CSUS, therefore be it

RESOLVED That BR#10-39 is rescinded, and be it further

RESOLVED That the Board of Trustees for the Connecticut State University System relinquishes care, custody and control of the requested parcel of land to the Connecticut Department of Transportation, and be it further

RESOLVED That the Board of Trustees for the Connecticut State University System grants a temporary easement on the adjacent parcel of land to the Connecticut Department of Transportation as they have requested.

Amendment to the 2004 Comprehensive Master Plan for Southern Connecticut State University. Southern’s 1993 Campus Master Plan included a major addition and renovation to the Buley Library as a priority project. At the time of SCSU’s 2004 Campus Master Plan update, the commencement of this project was considered imminent, and thus was not included in the 2004 Master Plan update. However, due to funding shortfalls, the project remains incomplete. The proposed resolution adds “Additions and Renovations to Buley Library” as a Phase I Priority Project to Southern’s 2004 amended Comprehensive Master Plan. Trustee Messina moved the resolution; Trustee Pugliese seconded and the following resolution was unanimously approved.

WHEREAS, Southern Connecticut State University completed its Comprehensive Campus Master Plan in 2004 and it was approved by the Board of Trustees on January 30, 2004 (BR#04-07), and

WHEREAS, An update to Southern’s 2004 Comprehensive Campus Master Plan was approved by the Board of Trustees on October 8, 2009 (BR#09-71), and

WHEREAS, Amendment of an approved Master Plan may be sought if significant changes to the original Master Plan are deemed necessary, and
WHEREAS, At the time of Southern’s 2004 Master Plan update, commencement of the Buley Library project was assumed imminent, resulting in exclusion of the Buley Library project from the 2004 Master Plan update, and

WHEREAS, Due to funding shortfalls, the project remains incomplete, and

WHEREAS, Southern’s 2004 Comprehensive Campus Master Plan should properly reflect the Additions and Renovations to Buley Library project as a Phase I priority project, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System hereby approves the amendment to the 2004 Comprehensive Campus Master Plan for Southern Connecticut State University as previously amended.

Amendment of the FY 2009-18 Capital Plan. Trustee Messina reported that in February of 2008, the Board of Trustees approved a ten-year facilities plan for FY2009 through FY2018. In August of 2009, the Board amended FY10 of this plan to redirect $5 million originally programmed for Systemwide Land and Property Acquisitions to fund a Systemwide Information Technology Equipment and Improvements Program. Trustee Messina noted the Board’s immediate previous action, the amendment to Southern’s 2004 Master Plan, added “Additions and Renovations to Buley Library” as a Priority I project in that plan. The ten-year facilities plan thus needed to be amended in order to add that project to this plan, as well as provide for the funding of the project.

Trustee Messina further reported that the Additions and Renovations to the Buley Library project at Southern originally included two Phases: a new 134,000 square foot library addition (Phase I) and major interior and exterior renovations to the existing library (Phase II). Prior to the CSUS 2020 Program, a total of $63,748,000 was authorized by the Legislature to fund design and construction of the entire project.

During the construction of the addition (Phase I), change orders and delays were incurred that resulted in additional costs that exceeded the project contingency for Phase I. As a result, Phase II funding was reallocated to fund the Phase I funding shortfall. The Buley Library Phase I addition is currently in use by Southern. Pending additional funding, work on Phase II, the renovation of the existing library, has stopped.
The DPW estimates that the total project costs for completing Buley Phase II are $31,675,000. There is currently $15,288,415 in existing funding available to complete this project, leaving a funding shortfall of $16,386,585. In order to provide the funding required to complete the project, it was proposed that the FY2009-2018 Capital Plan be amended as follows:

1. Add “Additions and Renovations to Buley Library” as a project.
2. Redirect $11,482,000 budgeted in FY09 for construction of a 450 vehicle parking garage (under Southern’s New Academic Laboratory/Parking Garage project) to the Buley Library project.
3. Redirect $2,858,585 budgeted in FY09 for Southern's Code Compliance/Infrastructure Improvement program to the Buley Library project.
4. Redirect $2,046,000 budgeted in FY10 for Southern's Code Compliance/Infrastructure Improvement program to the Buley Library project.

Trustee Messina stated that redirection of the funds would neither eliminate the parking garage project as a Master Plan priority project, nor result in any safety issues.

Following Trustee Messina’s comments, a discussion ensued among Board members concerning the significant cost over-runs on the Buley Library Project and what safeguards have been put in place to ensure there is not a repetition of a similar occurrence on another CSUS project. Vice Chancellor Pamela Kedderis, together with Chancellor Carter, noted the regular (daily) financial tracking and reporting monitoring which has been instituted. Trustee Messina also spoke to increased efforts at relationship with DPW officials to develop more accurate monitoring as well. Vice Chairman Balducci cited the high number of change orders in the Buley Library project, noting that the strengthened approval and monitoring process, while still with DPW, but with the inclusion of CSUS as well, should ensure that a similar replication in any other CSUS project does not occur. **Trustee Messina moved the resolution; Trustee Pugliese seconded and the following resolution was unanimously approved**

WHEREAS, The Board of Trustees under its statutory authority - CGS Sec. 10a-89 (b) - shall “…(2) propose facility planning and capital expenditure budget priorities for the institutions under its jurisdiction,” and
WHEREAS, On February 28, 2008, the Board of Trustees, pursuant to its statutory authority, approved a ten-year facilities plan for FY 2009 through FY 2018 (BR#08-5), and

WHEREAS, On August 17, 2009, the Executive Committee on behalf of the Board of Trustees approved, and on October 8, 2009 the Board of Trustees ratified, an amendment to the FY 2010 Capital Plan whereby $5,000,000 programmed for the Systemwide Land and Property Acquisition Program was redirected to fund a Systemwide Information Technology Equipment and Improvements Program (BR#09-74), and

WHEREAS, The Additions and Renovations to the Buley Library project at Southern included construction of a new 134,000 square foot library addition (Phase I) and major interior and exterior renovations to the existing 109,000 square foot Buley Library (Phase II), and

WHEREAS, During the construction of the new addition, change orders and delays were incurred that resulted in additional project costs that exceeded the project contingency, and

WHEREAS, Funding that was originally programmed for renovations to the existing Buley Library facility were redirected to fund the Phase I funding shortfall, and

WHEREAS, As a result of the fund redirection, insufficient project funds currently exist to complete the Phase II renovations at Buley Library, and

WHEREAS, The library is the cornerstone of the university, and is critical to student success, therefore be it

RESOLVED, That the Board of Trustees amends the CSUS FY2009-2018 capital plan to add “Additions and Renovations to Buley Library” as a project in the FY2009-2018 capital plan; and redirects $11,482,000 programmed in FY09 for construction of a 450 vehicle parking garage at Southern (under the New Academic Laboratory/Parking Garage project), $2,858,585 budgeted in FY09 for Southern's Code Compliance/Infrastructure Improvement program, and $2,046,000 budgeted in FY10 for Southern's Code Compliance/Infrastructure Improvement program to the Additions and Renovations to Buley Library project, and be it further

RESOLVED, That Board Resolution #09-74 is amended.

Revision to the CSUS 2020 Program and Request for Statutory Amendment.

Trustee Messina reported that CSUS 2020 does not include the “Additions and Renovations to Buley Library” project. The proposed action revises the CSUS 2020 program in Phase I by adding “Additions and Renovations to Buley Library” as a line item under Southern Connecticut State University with a total amount of $16,386,585, reducing the Southern Connecticut State University Code compliance/Infrastructure
Improvement line by $4,904,585 and reducing the Southern Connecticut State University New Academic Laboratory Building/Parking Garage line by $11,482,000. State statute requires a formal request to the Governor and the General Assembly for enactment of a public or special act approving any line item addition, or line item change greater than 5% of the line item total if the line item is greater than $1 million. The proposed revision falls within these parameters. **Trustee Messina moved the resolution; Vice Chairman Balducci seconded and the following resolution was unanimously approved**

**WHEREAS,** The Board of Trustees under its statutory authority - CGS Sec. 10a-89 (b) - shall “...(2) propose facility planning and capital expenditure budget priorities for the institutions under its jurisdiction,” and

**WHEREAS,** On February 28, 2008, the Board of Trustees, pursuant to its statutory authority, approved a ten-year facilities plan for FY 2009 through FY 2018 (BR#08-5), and

**WHEREAS,** On August 17, 2009, the Executive Committee on behalf of the Board of Trustees approved, and on October 8, 2009 the Board of Trustees ratified, an amendment to the FY 2010 Capital Plan whereby $5,000,000 programmed for the Systemwide Land and Property Acquisition Program was redirected to fund a Systemwide Information Technology Equipment and Improvements Program (BR#09-74), and

**WHEREAS,** On September 23, 2010, the Board of Trustees approved an amendment to the ten-year Capital Plan whereby “Additions and Renovations to Buley Library” was added as a project in the FY2009-2018 capital plan, and $11,482,000 programmed in FY09 for construction of a 450 vehicle parking garage at Southern (under the New Academic Laboratory/Parking Garage project) and $4,904,585 programmed in FY09 and FY10 for Southern's Code Compliance/Infrastructure Improvement program were redirected to the Additions and Renovations to Buley Library project, and

**WHEREAS,** As shown in CGS Sec. 10a-91d(a), CSUS 2020 does not include the Additions and Renovations to Buley Library project, and

**WHEREAS,** CGS Sec. 10a-91d(c) requires that a formal approving vote of the CSUS Board of Trustees is required for any line item addition or revision within CSUS 2020, and

**WHEREAS,** CGS Sec. 10a-91d(c) further states that any line item addition or change equal to or greater than 5% of the line item total, if the line item is greater than $1 million, also requires “a request by the board of trustees for, and enactment of, a subsequent public or special act approving” the revision, therefore be it

**RESOLVED,** That the Board of Trustees revises the CSUS 2020 program in Phase I by adding “Additions and Renovations to Buley Library” as a project under Southern
Connecticut State University with a total amount of $16,386,585, reducing the Southern Connecticut State University Code Compliance/Infrastructure Improvement line by $4,904,585 and reducing the Southern Connecticut State University New Academic Laboratory Building/Parking Garage (construct garage, design academic laboratory building, demolish Seabury Hall) line by $11,482,000, and be it further

RESOLVED, That the Board of Trustees requests enactment by the Governor and the General Assembly of a public or special act approving these line item revisions.

**FY2011-12 Tuition and Fees for Connecticut State University System Students.** Trustee Messina noted that the State and its residents are continuing to feel the effects of the prolonged economic downturn and slow recovery. While some signs of improvement are beginning to appear, these are overshadowed by a potential State budget deficit of $3 billion forecasted for FY12, and the state unemployment rate, which stands at 9.1% as of August.

State support for CSUS has been diminishing. State funds now account for less than 40% of revenues, compared with 48% a decade ago. CSUS has experienced both direct and indirect reductions in State support in the past two years, including unfunded mandates, cost shifts from the State, and fund balance transfers in FY10 and FY11 totaling $15 million or 20.4% of our FY09 unrestricted net assets. Even before these reductions, CSUS has been proactively cutting back for some time, with savings and cost avoidance in excess of $43 million since 2007.

The Maintenance of Effort requirements contained in the American Recovery and Reinvestment Act expire at the end of FY11; this means that CSUS’s General Fund appropriation for FY12 may be reduced without restriction. We recognize that some additional cuts may be headed our way as the state’s budget process unfolds early next year, and we are certainly prepared to do our fair share.

Trustee Messina added that in spite of the uncertainty, it was important that CSUS maintain the accessibility and affordability of its universities to the greatest extent possible, recognizing that our students and potential students are among those that are most feeling the effects of the prolonged downturn. Therefore, the Finance & Administration Committee unanimously recommended that there be no increase to tuition
or to any fee at any of the CSUS universities in FY12 (Student Accident and Sickness Insurance is excepted because this is not a fee charged by CSUS), with the understanding that the Board may need to reexamine this matter based on the action taken by the Governor and the General Assembly on the FY 2011-2013 Biennial Budget.

In order to keep tuition at current levels, CSUS will need to continue cutting back because financial obligations are increasing and need to be met. These include the 27th payroll in FY2012, which will cost over $12 million plus fringe, salary adjustments for union faculty and staff which we are obligated to pay, as well as energy, food services, and other rising costs. Even if state funding were to remain the same, in order to keep tuition at current levels the universities will need to make substantial reductions. The universities are working on that right now, along with the Chancellor, and they are doing so while making every effort not to diminish the quality and caliber of the education we are providing to our students.

Trustee DeMasi inquired about the language in the resolution indicating the Board may need to reexamine the matter dependent upon action taken by the Governor and the General Assembly on the FY 2011-2013 Biennial Budget. Chairman Krapek and Trustee Messina both responded to the inquiry noting that it is the Board’s intent to keep tuition and fees at the current level. The need to reexamine would be dependent upon the impact of the 2011-13 biennial budget. General discussion ensued among all trustees regarding the need to do everything possible to maintain the accessibility and affordability of the universities. Chairman Krapek spoke to the need to thank the state legislators and executive branch for that which is allocated to CSUS and to continue efforts to demonstrate the need for that continued support for the benefit of the students of the universities.

**Trustee Messina moved the resolution; Trustee Rosa seconded and the following resolution was unanimously approved**

WHEREAS, The Board of Trustees for the Connecticut State University System (“the Board”) under its statutory authority - CGS 10a-99 - reviews and establishes fees annually for such purposes as the Board of Trustees deems necessary, and

WHEREAS, The State and its residents are continuing to feel the effects of the prolonged economic downturn and slow recovery, and

WHEREAS, A State budget deficit of $3 billion is forecast for FY12, and
WHEREAS, American Recovery and Reinvestment Act Maintenance of Effort requirements expire at the end of FY11, at which point CSUS’s General Fund appropriation may be reduced without restriction, and

WHEREAS, In spite of this uncertainty, it is important that CSUS maintain the accessibility and affordability of its universities to the greatest extent possible, recognizing that our students and potential students are also those that are most affected by the prolonged downturn, and therefore, be it

RESOLVED, That it is the Board’s intention to hold tuition and fees at the current level for the CSUS universities in FY12, with the exception of Student Accident and Sickness Insurance, as the Universities do not set this fee. It should be understood that the Board may need to reexamine this matter based on the action taken by the Governor and the General Assembly on the FY 2011-2013 Biennial Budget.

FY12 Salary Adjustment Freeze for Management and Confidential Staff.

Trustee Messina noted that CSUS Management and Confidential staff were the first state employees subject to a salary freeze in FY10. That freeze along with the furlough days and the Board’s 10% cut in Management and Confidential positions implemented on July 1, 2010 have preserved many needed services and programs within the System that would have otherwise been adversely impacted by the fiscal crisis. However, the state is facing deficits in the billions of dollars in the upcoming biennium. In order to preserve financial resources and in an effort to avoid significant staff reductions in the face of this continuing fiscal downturn, it is recommended that the salaries of all management and confidential staff in the System, including those of the Chancellor and presidents, be frozen at their FY11 levels during FY12. This salary freeze would affect annual salary increases, both general wage increases and merit payments.

Based on current staffing levels, it was estimated that the System will save approximately $1.5 million in salary and fringe as a result of this freeze. This savings will assist with closing the budget gap we anticipate due to diminishing state support.

Trustee Messina moved the resolution; Trustee Motley seconded and the following resolution was unanimously approved. Following the vote by the Board, Trustee Williams offered her support, noting that while this was not an easy decision, she applauded the effort.
WHEREAS, The State of Connecticut continues to experience a fiscal crisis unlike any in its history and the ability of the state to maintain its current level of funding for the Connecticut State University System is not anticipated for FY12, and

WHEREAS, The management and confidential staff of the Connecticut State University System are dedicated public servants who have the best interests of our System, universities, and students as their focus, and

WHEREAS, The management and confidential staff have experienced a salary freeze in FY10 and continue to show leadership through foregoing salary adjustments in FY12 in an effort to support the efforts of the System to best serve our students, now therefore, be it

RESOLVED, The salaries of all management and confidential staff in the System, including those of the Chancellor and presidents shall be frozen at their FY11 levels during FY12 and the adjustments typically processed for July 1, 2011 will be indefinitely frozen, and be it further

RESOLVED, That this salary freeze exclusively affects annual salary increases, both general wage increases and merit payments, and be it further

RESOLVED, That the Board of Trustees expresses its appreciation to all members of the management and confidential staff for their tireless efforts on behalf of our students and willingness to be partners with the Board as we navigate these difficult financial times.

Trustee Messina concluded his report with two information items. The Finance and Administration Committee reviewed the current status of CSUS 2020 Projects, with all but two of the projects being on or close to schedule. One project, a new classroom building at Central, was delayed because of performance issues with the design consultant, which have now been corrected, and the lack of available construction funding, which has been remedied now that fiscal 2010 CSUS 2020 funds have been received. The project is now one year behind and slated for completion in late spring of 2013. The other project which has been delayed is the old Student Center at Southern, which was slated for renovation to accommodate the new School of Business. $3.2 million of the $6.5 million project costs are planned to come from CSUS 2020, but the remaining $3.3 million will be from pre-2020 funds that requires Bond Commission approval. Although the project is currently being bid for construction and already six months behind schedule, Southern cannot move forward without Bond Commission
approval for the remaining funds. The Committee also reviewed the Quarterly Operating
Fund Report for the Fourth Quarter of Fiscal Year 2010, provided to the Department of
Higher Education. Spending increased by a modest 0.9% over budget, mainly due to an
increase in Student Aid. The System and Universities continue to take fiscally prudent
actions to deal with the current fiscal crisis facing the State without compromising the
quality of education the CSUS System provides its students.

Chairman Krapek offered his thanks and appreciation to Trustee Messina and the
members of the Finance and Administration for their hard work, noting that the Board
Committees involve a great deal of thoughtful deliberations and he echoed Trustee
Doyle’s previous comments encouraging trustees to sit in on any Committee meeting if
they have a concern for a particular agenda item or issue before the Committee.

EXECUTIVE COMMITTEE/CHAIRMAN’S REPORT

Chairman Krapek reported that The Executive Committee met last Thursday,
September 19 in open session at a regularly scheduled meeting. While no action items
for the Board’s consideration were generated from that meeting, he offered the following:

The Committee received and accepted his evaluation of the Chancellor’s
performance covering the period July 1, 2009 through June 30, 2010. Chairman Krapek
stated that he, along with the Executive Committee members, stated at the meeting that
they were very appreciative of the job the Chancellor does and the contributions he
makes every day to the success of the System. The Chairman noted that he believes the
Chancellor is the right person to lead the System at this time and that he looked forward
to his continued contributions on behalf of the universities, the students, faculty and staff.

NEW BUSINESS

Resolution concerning revisions to CSUS HR Policies for CSUS Chancellor and
University Presidents. The Chairman noted that in accordance with the Board bylaws,
each member of the Board was provided with copies of the proposed resolution
modifying Board Resolution 07-7 to return the authority to modify the Human Resources
Policies for the CSUS Chancellor and University Presidents to the full Board rather than delegating that authority to the Executive Committee. He referenced Trustee Angelo Messina’s report under the Finance and Administration Committee, indicating that CSUS faces many challenges in the upcoming fiscal year. The Chairman noted he remained convinced that it was more important than ever that the Board move forward, together, and that he believed the proposed resolution will help accomplish continued ongoing efforts in full transparency and spirit of teamwork. The proposed resolution called for the full Board to ratify all revisions made to the subject HR policies (for Chancellor and Presidents) since the 2007 adoption of the resolution, with the exception of Section 10.2. Chairman Krapek noted that the Board was informed of all matters following Executive Committee action, so there was nothing new here. Further, Chairman Krapek stressed that there had been no revisions to the HR Policies for Chancellor and Presidents since Board members were last provided with an update and a copy back in October 2009. Given that the report of the 10.2 ad hoc committee was outstanding, the Board is not being asked to ratify any action on Section 10.2, but would wait until receipt of the Committee’s report and/or recommendation. The resolution before the Board called a ratification by the full Board of revisions to the HR policies that have been in place for some time, and to rescind the authorization provided by the Board to the Executive Committee of the Board, by BR 07-07, to approve amendments to such policy as may be necessary from time to time. Following discussion thereon among all members, on a motion by Vice Chairman Balducci, seconded by Trustee Pugliese, the following resolution was approved on a roll call vote 16/1 (all in favor; Trustee DeMasi abstaining)

WHEREAS, On July 22, 2005, the Board of Trustees revised the Human Resources Policies for the CSUS Chancellor and University Presidents, which outline the terms and conditions of employment of the Chancellor and presidents under their jurisdiction, and

WHEREAS, On January 26, 2007, the Board passed Resolution BR 07-07 authorizing the Executive Committee of the Board to approve amendments to the aforementioned policies as may be necessary from time to time, and subsequently inform the Board of any such revisions, in order to streamline the policy making process and ensure timely action, and
WHEREAS, Section 1.1 of the policies was revised to reflect this authorization to the Executive Committee, and

WHEREAS, Certain revisions have been made to the aforementioned policies between January 27, 2007 and today pursuant to the authority granted by BR 07-07 and such revisions were subsequently provided to the full Board for their information and review, and

WHEREAS, In the interest of the most effective operation of the Board of Trustees it is appropriate for the Board of Trustees as a whole to review, consider, and enact policies such as these, now therefore, be it

RESOLVED, That the Board of Trustees approves the attached revision to the existing Human Resources Policies for the CSUS Chancellor and University Presidents at the Connecticut State University System, Section 1.1, and rescind the authorization provided by the Board to the Executive Committee of the Board, by BR 07-07, to approve amendments to such policy as may be necessary from time to time.

RESOLVED, That the Board hereby ratifies the actions of the Executive Committee in revising the aforementioned policies between January 27, 2007 and today, specifically in reference to the following revisions on the following dates:

- Establishment of Article 7.3, Leadership Performance Assessments (1/26/09)
- Establishment of Article 7.3.1, The Annual Leadership Performance Assessment (1/26/09)
- Revision of Article 7.3.2, The Comprehensive Leadership Performance Assessment (5/8/09)
- Establishment of Article 7.3.3, Interim Leadership Performance Assessment (1/26/09)
- Revision of Article 7.3.4, Goals and Objectives for the Presidents (1/26/09)
- Establishment of Article 7.3.5, Communication (1/26/09)
- Revision of Article 7.5.4, Performance Recognition Award for Presidents (3/10/08)
- Revision of Article 7.5.6, Accommodation Account (3/29/07)
- Revision of Article 9.1.2, Deferred Compensation (3/5/09)

RESOLVED, That the Board requests that the Executive Committee continue to review the aforementioned policies no less than annually and recommend revisions to the Board that provide for the effective and efficient operation of our universities.

CSUS Human Resources Policies for the CSUS Chancellor and University Presidents

Policy Revision

1.1 Purpose
These policies are promulgated by the Board of Trustees for Connecticut State University System (the “Board”) to set forth the terms and conditions of employment of the Chancellor and presidents under Board jurisdiction. They have been amended effective January 26, 2007, superseding and cancelling all prior practices and agreements whether written or oral unless expressly stated to the contrary herein. The Board authorizes the Executive Committee to review these policies annually and to make recommendations to the Board as necessary to these policies that facilitate the effective, efficient, and optimum operation of the Connecticut State University System.

CHAIRMAN’S REPORT

Chairman Krapek thanked everyone for their tireless efforts on behalf of the students of the Connecticut State University System. He reiterated his earlier point that only by working together will CSUS meet the ongoing fiscal challenges. Chairman Krapek added that he had asked the Chancellor to continue to meet with the leadership of the various unions to solicit their input and cooperation, noting that those individuals, faculty and staff members, all care deeply about their universities and the System and that by working together, collectively, will success be realized in identifying solutions to mitigate the impact of the ongoing fiscal crisis.

Chairman Krapek noted that the business portion of the meeting had concluded and that the Board would hear input from students, faculty and staff in open forums and adjourn immediately thereafter.

ADJOURNMENT

Following conclusion of the Open Forums, Trustee Caron moved to adjourn;

Trustee Motley seconded the motion and the meeting was adjourned at 12:15 p.m.

Respectfully submitted,

Theresa J. Eberhard-Asch, Secretary
CSUS Board of Trustees meeting
WCSU Westside Campus Center Ballroom
Danbury, CT

Thursday, October 21, 2010
**beginning at 10:00 a.m.**, followed by Open Forums
students (11:00 a.m.)
faculty and staff (11:15 a.m.)
President Schmotter hosting BOT Luncheon after meeting

Directions to WCSU Westside Campus
(parking directly in front of Campus Center)

Any questions, call Erin Fitzgerald at 860 493-0013
(night before and morning of the meeting, use my Blackberry # 860 508-8233)