

BOARD OF REGENTS FOR HIGHER EDUCATION

MEETING MINUTES

10:00 a.m., Thursday, June 20, 2013

61 Woodland Street, Hartford, CT

REGENTS PRESENT

Lewis J. Robinson, Chair

Yvette Meléndez, Vice Chair

Naomi K. Cohen

Dr. Lawrence J. DeNardis *via teleconference*

Nicholas M. Donofrio

Matt Fleury

Dr. Merle W. Harris

Gary Holloway

Craig S. Lappen

Dr. Rene Lerer

Michael E. Pollard

Sharon Palmer*

Stefan Pryor*

Catherine H. Smith* *via teleconference*

REGENTS ABSENT

Richard J. Balducci

Jewel Mullen*

Eugene L. Bell

**ex-officio, non-voting member*

BOR STAFF

Philip E. Austin, interim BOR President

Elsa M. Nuñez, VP for State Universities/President, Eastern Connecticut State University

David Levinson, VP for Community Colleges/President, Norwalk Community College

Dennis C. Murphy, BOR interim Chief of Staff

Steven Weinberger, VP Human Resources

Erin A. Fitzgerald, Associate Director of Board Affairs/BOR Secretary

UNIVERSITY/COLLEGE PRESIDENTS

Wilfredo Nieves, Capital Community College

Dorsey Kendrick, Gateway Community College,

Anita T. Gliniecki, President, Housatonic Community College

Gena Glickman, Manchester Community College

Anna M. Wasescha, President, Middlesex Community College

Daisy Cocco De Filippis, President, Naugatuck Valley Community College

Barbara Douglass, Northwestern Community College

Robert Miller, Quinebaug Valley Community College

Cathryn Addy, Tunxis Community College

Ed Klonoski, President, Charter Oak State College

Jack Miller, Central Connecticut State University

Mary Papazian, President, Southern Connecticut State University

James Schmotter, Western Connecticut State University

CALL TO ORDER

Chairman Robinson called the meeting to order at 10:10 a.m.

OPENING REMARKS

Chairman Robinson expressed his thanks and appreciation to President Philip Austin for his stewardship of the Board of Regents as interim BOR President.

Interim BOR President Austin commented on the following items:

- Introduced interim CIO, Joseph McAuliffe, noting that he would begin in this interim capacity beginning on June 28 and would bring a wealth of expertise and institutional background to
- Thanked outgoing CIO Dr. Wendy Chang for her contributions to the ConnSCU System, the former CSU System, and Southern Connecticut State University and wished her well the next chapter of her career.
- Expressed his appreciation to Dr. Robert Miller for his stewardship of Quinebaug Valley Community College during his recent tenure as QVCC's interim president.
- Noted the recently announced retirements of Asnuntuck Community College Martha McLeod and Three Rivers Community College President Grace Sawyer Jones, expressing his appreciation and gratitude for their contributions on behalf of their institutions and higher education in Connecticut.
- Provided a legislative update on the recently concluded legislative session, noting the exemplary efforts of Kyle Thomas, BOR Legislative Program Manager.
- Advised that in October, the Board would benefit from the presence of a new member: an ex-officio, non-voting faculty member (chairman of the Faculty Advisory Committee). President Austin noted that this would lend a unique perspective to the board and further the challenge of shared governance.
- Reported on the beginning of staff efforts to review and consolidate the former boards' policies and governing documents to bring forward revisions for the Board's consideration and adoption.
- Executive searches (for the Chief Financial Officer and Chief Information Officer) are underway; President Austin noted that the position of the Chief Academic Officer would fall under incoming BOR President Gray's purview.

APPROVAL OF PRIOR MEETING MINUTES

Meeting minutes were approved as noted below:

- **May 16, 2013 Regular Meeting; on a motion by Nicholas Donofrio, seconded by Naomi Cohen.**

CONSENT CALENDAR

Chairman Robinson provided background on Consent Items and the development and review of those items prior to being placed on consent. *Upon request, Chairman Robinson moved Items 1 a) i – vi, Terminations at Tunxis, off the Consent Calendar to be acted on during the Academic & Student Affairs Committee Agenda report.* **Nicholas Donofrio moved that the Board of Regents for Higher Education approve the Consent Calendar as amended below; Yvette Melendez seconded and the Consent Calendar items listed below were unanimously approved.**

Consent Calendar June 20, 2013

ACADEMIC PROGRAM APPROVALS

Terminations

- i. General Science (BS) – Central
- ii. Business Office Technology: Admin Assistant-Foreign Language Option (Option-A) Gateway
- iii. Early Childhood Education: Special Education Option (Option-A) Housatonic

Licensure

- i. Veterinary Technology (AS) - Norwalk

Licensure and Accreditation

- i. Digital Media and Design (MA/MFA) UConn
- ii. Health Care Administration (BS) - Charter Oak

Program Modifications

- i. Latin American Studies (MA) name change to Latino and Latin American Studies (MA) UConn
- ii. Sport Management concentration in Social Science of Sport (BS) change to a separate program in Sport Management (BS) UConn
- iii. Sport Management concentration in Kinesiology (MS) change to a separate program in Sport Management (MS) UConn

- iv. Sport Management concentration in Learning, Leadership, and Educational Policy (PhD) UConn
- v. Early Childhood Education (AS) – name change to Early Childhood Inclusive Education Housatonic
- vi. Dietetic Technology (AS) – name change to Nutrition and Dietetics - Gateway
- vii. Reading (MS, SYC, and GR Teacher Cert) –offered at Newtown High School - Southern

Approval of Holder of American Savings Endowed Chair – Central

Extension of Institutional Accreditation – Middlesex

Approval of Center for Center for Compassion, Creativity and Innovation – Western

Authorizing BOR President to implement a process to expedite the development, approval and promulgation of standards, procedures and guidelines in connection with information security

RESOLUTIONS APPROVED ON CONSENT

ACADEMIC PROGRAM APPROVALS

Terminations

i. General Science (BS) – Central

RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution the termination of a program in General Science leading to the Bachelor of Science (B.S.) degree at Central Connecticut State University, with an extended phase out date until July 1, 2018

ii. Business Office Technology: Admin Assistant-Foreign Language Option (Option-A) Gateway

RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution the termination of an Administrative Assistant Foreign Language Option in a program in Business Office Technology leading to the Associate of Science (A.S.) degree at Gateway Community College, with a phase-out period until December 31, 2013

iii. Early Childhood Education: Special Education Option (Option-A) Housatonic

RESOLVED, That the Board of Regents for Higher Education approve at the request of the institution termination of an Option in Special Education in a program in Early Childhood Education leading to an Associate of Science (A.S.) degree at Housatonic Community College, with a phase out date until July 1, 2015

Licensure

i. Veterinary Technology (AS) - Norwalk

RESOLVED: That the Board of Regents for Higher Education license a program in Veterinary Technology leading to the Associate of Science (A.S.) degree at Norwalk Community College for a period of three years until June 30, 2016, and be it further

RESOLVED: That the Veterinary Technology program leading to the Associate of Science (A.S.) degree at Norwalk Community College may include up to 70 credit hours, in exemption from Community College Board of Trustees policy 3.3.3.

Licensure and Accreditation

i. Digital Media and Design (MA/MFA) UConn

RESOLVED: That the Board of Regents for Higher Education license and accredit a program in Digital Media and Design, leading to the Master of Arts (M.A.) degree or Master of Fine Arts (M.F.A.) degree at the University of Connecticut for a period of time concurrent with institutional accreditation

ii. Health Care Administration (BS) - Charter Oak

RESOLVED: That the Board of Regents for Higher Education license and accredit a program in Health Care Administration leading to the Bachelor of Science (B.S.) degree at Charter Oak State College, to be offered online for a period of time concurrent with institutional accreditation

Program Modifications

i. Latin American Studies (MA) name change to Latino and Latin American Studies (MA) UConn

RESOLVED: That the Board of Regents for Higher Education approve a modification of a program in Latin American Studies leading to the Master of Science (M.A.) degree at the University of Connecticut to change the program name to Latino and Latin American Studies

ii. Sport Management concentration in Social Science of Sport (BS) change to a separate program in Sport Management (BS) UConn

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in Social Science of Sport leading to the Bachelor of Science (B.S.) degree with a concentration in Sport Management at the University of Connecticut to establish a separate program in Sport Management leading to the Bachelor of Science (B.S.) degree

iii. Sport Management concentration in Kinesiology (MS) change to a separate program in Sport Management (MS) UConn

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in Kinesiology (Sport Management) leading to the Master of Science (M.S.) degree at the University of Connecticut to change the name to Sport Management

iv. Sport Management concentration in Learning, Leadership, and Educational Policy (PhD) UConn

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in Learning, Leadership, and Educational Policy leading to the Doctor of Philosophy (Ph.D.) degree to add a concentration in Sport Management at the University of Connecticut

v. Early Childhood Education (AS) – name change to Early Childhood Inclusive Education Housatonic

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in Early Childhood Education leading to the Associate of Science (A.S.) degree at Housatonic Community College to change the name of the program to Early Childhood Inclusive Education

vi. Dietetic Technology (AS) – name change to Nutrition and Dietetics - Gateway

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in Dietetic Technology leading to the Associate of Science (A.S.) degree at Gateway Community College to change the name of the program to Nutrition and Dietetics

vii. Reading (MS, SYC, and GR Teacher Cert) –offered at Newtown High School - Southern

RESOLVED: That the Board of Regents for Higher Education approve modification of a program in Reading leading to the Master of Science (M.S.) degree, a program in Reading leading to a sixth-year certificate, and a program in Special Subjects, Fields or Instructional Areas - K-12 (Remedial RDG/Remedial Lang.Arts) leading to a graduate teaching certificate at Southern Connecticut State University to be offered at an additional location at Newtown High School

Approval of Holder of American Savings Endowed Chair – Central

WHEREAS Through Board Resolution #03-10, the former Board of Trustees for the Connecticut State University System established the American Savings Foundation Endowed Chair in Finance at Central Connecticut State University, and

WHEREAS President Jack W. Miller of Central Connecticut State University, upon consultation with Selection Committee in the School of Business, the Dean of the School of Business, and the Provost has recommended that the endowed chair be filled by Mr. Peter J. Sposito, and

WHEREAS Mr. Sposito is a renowned leader in the area of finance, is highly credentialed in this field, and will therefore bring a wealth of experience to the campus community, and

WHEREAS Mr. Sposito will be responsible for teaching, lecture series organization, outreach, and publicity at Central Connecticut State University that will benefit CCSU, its students and the greater New Britain community, therefore be it

RESOLVED That the Board of Regents for Higher Education designates Mr. Peter J. Sposito to fill the American Savings Foundation Endowed Chair in Finance at Central Connecticut State University for the 2013-14 and 2014-15 academic years.

Extension of Institutional Accreditation – Middlesex

RESOLVED: That the Board of Regents for Higher Education extend the accreditation of Middlesex Community College until October 31, 2014

Approval of Center for Center for Compassion, Creativity and Innovation – Western

WHEREAS Section 10a-25h(a) of the Connecticut General Statutes provides that Board of Regents for Higher Education acting as the board of trustees for constituent units is authorized to establish and administer centers to be known as Connecticut higher education centers of excellence, and

WHEREAS The Connecticut State University Board of Trustees Resolution #01-87 provides a policy and procedures to establish Connecticut higher education centers of excellence, and

WHEREAS Centers of excellence established under these procedures are to go out of existence on December 31 five years after their inception unless action to the contrary is taken by the Board, therefore be it

RESOLVED: That the Board of Regents for Higher Education establishes the Center for Compassion, Creativity and Innovation at Western Connecticut State University to exist until December 31, 2018, unless approved for continuance pursuant to Board policy

Authorizing BOR President to implement a process to expedite the development, approval and promulgation of standards, procedures and guidelines in connection with information security

RESOLVED, that the Board of Regents hereby authorize the BOR President to establish a process to expedite the development and promulgation of standards, procedures, and guidelines in connection with information security.

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

Responsive to an inquiry from Catherine Smith, Committee Chair Merle Harris provided an overview of the program terminations which were originally included on the meeting's Consent Calendar. Chair Harris, with assistance from Dr. Braden Hosch, noted that the degree programs would still exist, but the elimination of the specific options inside of the degree program, which were proposed for termination by the college, would result in clearer paths to degree (with no net impact on enrollment). On a motion by Nicholas Donofrio, seconded by Craig Lappen, the following resolutions were unanimously approved:

Terminations

- i. Retail Business Management (undergraduate certificate – C2) – Tunxis**
RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a program in Retail Business Management leading to an undergraduate certificate (C2) at Tunxis Community College, effective July 1, 2014
- ii. Business Administration Option in Accounting (Option-A) – Tunxis**
RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate an Accounting Option in a program in Business Administration leading to an Associate of Science (A.S.) degree at Tunxis Community College, effective July 1, 2014
- iii. Business Administration Option in eCommerce (Option-A) Tunxis**
RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate an eCommerce Option in a program in Business Administration leading to an Associate of Science (A.S.) degree at Tunxis Community College, effective July 1, 2014
- iv. Business Administration Option in Finance (Option-A) Tunxis**
RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a Finance Option in a program in Business Administration leading to an Associate of Science (A.S.) degree at Tunxis Community College, effective July 1, 2014
- v. Business Administration Option in Marketing Management (Option-A) Tunxis**
RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a Marketing Management Option in a program in Business Administration leading to an Associate of Science (A.S.) degree at Tunxis Community College, effective July 1, 2014
- vi. Business Administration Option in Retail Business Management (Option-A) Tunxis**
RESOLVED: That the Board of Regents for Higher Education approve at the request of the institution to terminate a Retail Business Management Option in a program in Business Administration leading to an Associate of Science (A.S.) degree at Tunxis Community College, effective July 1, 2014

Following commentary from Committee Chair Merle Harris and a supporting presentation from Dr. Braden Hosch which included an update on the implementation of PA 12-40, the following resolution concerning the Suspension of the Community College Policy for Assessment of Skills and Competencies for Entering Students was unanimously adopted on a motion by Nicholas Donofrio, with a second by Craig Lappen:

Suspension of Community College Policy for Assessment of Skills and Competencies of Entering Students

WHEREAS Public Act 12-40 requires public institutions to determine readiness for college level courses, intensive college readiness programs, or a semester of remedial support by means of multiple commonly accepted measures of skill level by Fall 2014, and

WHEREAS The Community College Policy 3.19 Policy for Assessment of Skills and Competencies of Entering Students requires use of the Accuplacer and sets specific cut scores for placement, therefore be it

RESOLVED That the Board of Regents for Higher Education suspend Policy 3.19 Policy for Assessment of Skills and Competencies of Entering Students to allow institutions to develop, test, and refine a range of placement methods that will allow for compliance with Public Act 12-40, and be it further

RESOLVED That institutions shall determine readiness for coursework using commonly accepted measures of skill level, which may include but are not limited to administration of the Accuplacer computerized adaptive test, and be it further

RESOLVED That institutions using commonly accepted measures of skill level other than the Accuplacer computerized adaptive test shall also administer the Accuplacer to a sample sufficient in size and scope to determine the statistical relationship between the alternative measure(s) and the Accuplacer, and be it further

RESOLVED That the President or his designee will conduct a study of placement methods and outcomes to identify guidelines for a placement policy that uses multiple measures and may provide for consistent placements across institutions. The President will report on the findings of this study no later than December 2015.

ADMINISTRATION COMMITTEE

Upon additional commentary and background on each of the items below from Committee Chair Cohen, **the following resolutions, all moved by Naomi Cohen and seconded by Nicholas Donofrio, were approved unanimously:**

Policy to address business-related expenses incurred by ConnSCU Presidents

WHEREAS, The Administration Committee was tasked with examining current practices relative to business-related expenses incurred by College and University Presidents in the performance of their duties, and

WHEREAS, As a function of this examination, the Committee determined that revisions to current practices are appropriate in order to create a logical and transparent system that meets the test of sound management, and

WHEREAS, The Board, having reviewed the Committee's recommended policy revisions, be it

RESOLVED, That upon the submission of satisfactory documentation, subject to applicable state rules, and with the approval of the Board of Regents President or designee, Community College Presidents and the President of Charter Oak State College shall be eligible for reimbursement of up to \$12,205 in business-related expenses not otherwise reimbursable by the colleges and which are incurred in the performance of their duties in each fiscal year. For the purposes of this policy, the term "business-related expenses" shall specifically include auto expense, any premiums paid to purchase optional employee benefits including, but not limited to, long term care insurance, supplemental life insurance, and short and long term disability insurance. Business-related expenses so reimbursed shall continue to be payable from the budget of each campus and shall not be considered taxable income in accordance with relevant federal and state tax regulations, and be it further

RESOLVED, That the President of the Board of Regents, or the President's designee, shall develop and administer the process by which such expenses shall be documented and reimbursed, and be it further

RESOLVED, That the amounts currently allocated to University Presidents as Housing, Accommodation or Development Accounts shall remain unchanged and is granted in lieu of campus housing which shall not be provided, In each fiscal year, this Allowance is intended to fund the cost of gatherings and meetings that further each University's mission, as well as for community outreach, building donor support, continuing connections with alumni, and similar matters. Correspondingly, the format for annual appraisals shall be amended to evaluate each President's effectiveness in utilizing this Allowance to advance institutional agendas. This Allowance shall continue to be paid from the budget of each campus and reported as ordinary income in accordance with relevant federal and state tax regulations, and be it further.

RESOLVED, That the policy revisions set forth above shall take effect upon the conclusion of disbursement of expenses and allowances attributable to Fiscal Year 13

Policy to address salary grade minimums and maximums as they apply to Management and Confidential Professional Employees of the Board of Regents for Higher Education

WHEREAS, At its December 20, 2012 meeting, the Committee on Administration received and noted a report, entitled: "Special Compensation Analysis", that had been commissioned previously from Owen-Pottier, Inc., and

WHEREAS, Owen-Pottier observed that, of eighteen positions under review, one had a salary below the minimum of its assigned grade and another was being paid a salary above the maximum for the grade, and

WHEREAS, An examination was conducted by the ConnSCU Human Resources Office subsequent to the Owen-Pottier report, and

WHEREAS, Currently one position has been determined to be outside the existing minimum and maximum applicable salary ranges, and

WHEREAS, The Administration Committee has received a recommendation from the President of the Board of Regents for a remediation proposal for this position and any future positions that fall below the minimum or above the maximum of applicable salary ranges, and a proposal for placement of future hires within applicable salary grades, and

WHEREAS, The Board, having reviewed the Committee's policy recommendations and action steps, be it

RESOLVED, That, as a matter of salary administration for management/confidential employees, compensation shall not be set below the minimum or above the maximum for the applicable grade absent, and be it further

RESOLVED, That, consistent with the policy set forth above, the salary for the incumbent Director of Employee Relations & Internal Administration shall be raised to the minimum for the applicable grade, effective upon the Committee's receipt of the Owen-Pottier report, December 20, 2012 and be it further

RESOLVED, That newly-hired management/confidential professional employees may be placed by administrative action at any point in the applicable salary grade up to and including the median of the applicable salary grade. By exception, on a case by case basis, the President may seek Board of Regents approval for the hiring of a management/confidential employee at a salary above the median of the applicable salary grade.

Revision to “Human Resources Policies for Management and Confidential Employees of the Board of Regents for Higher Education” to address the notice period applicable to the non-continuation of campus academic officers at the level of Dean or Provost

WHEREAS, The Administration Committee has determined that there is a need to amend the language of the Human Resources Policies to increase length of the notice period applicable to the non-continuation of campus academic officers at the level of Dean or Provost, and

WHEREAS, The Academic Affairs Committee recommends that this notice period be increased to twelve months, and

WHEREAS, The Board of Regents retains the right to terminate campus academic officers at the level of Dean or Provost for non-performance of duties, now be it

RESOLVED, That Article 8, Section 8.1 of the “Human Resources Policies for Management and Confidential Employees of the Board of Regents for Higher Education” is hereby amended to read as follows:

Article 8 – Non-continuation, Discipline, Reprimand, Suspension and Termination

- 8.1 Non-continuation
Presidents may be non-continued only by an action of the Board. Other management and confidential professional employees may be non-continued in their current positions without cause or explanation, at the option of the President of the Board, for System Office employees; or Presidents, for College and University employees. Permanent employees hired on or after January 1, 2013 shall receive three (3) months’ notice, except for employees hired as campus Presidents whose notice periods shall be established in their initial appointment letters. Campus academic management positions at or above the level of Dean may receive up to (12) months’ notice. Permanent employees hired prior to January 1, 2013 shall have the greater of three months’ notice or the notice provisions covered by the policy that was previously in effect for their respective employer (e.g. BOR/DHE, CCC, CSU or Charter Oak). The Board retains the authority to offer payment of salary in lieu of service or notice.

Authorizing a general wage increase in Fiscal Year 14 for Management and Confidential Professional Employees of the Board of Regents for Higher Education

WHEREAS, The biennial budget adopted by the General Assembly includes a general wage increase of 3.0% for management and confidential employees, including management and confidential professional employees of the Board of Regents, in Fiscal Year 14 and Fiscal Year 15, now be it

RESOLVED, That a general wage increase of 3.0% shall be administered in Fiscal Year 14 to Management and Confidential Professional Employees of the Board pursuant to the provisions of Article 6 of the Human Resources Policies, and be it further

RESOLVED, That, coincident with the administration of this general wage increase, the minimums and maximums of all salary ranges shall be increased by 3.0%.

FINANCE COMMITTEE

Committee Chair Gary Holloway noted the Finance Committee met on June 13 and developed the proposed spending plan before the Board for adoption. He noted that the Finance Committee heard from a number of the community college presidents regarding the impact of the proposed spending plan.

Dr. David Levinson, President of Norwalk Community College and BOR VP for the Connecticut Community Colleges, communicated to the Board the concerns he, along with his fellow community college presidents, had for the proposed spending plan, noting that the demands placed upon the community colleges have increased while the state support has decreased. In terms of the implementation of Public Act 12-40, many of the concerns center around full-time faculty and the detrimental impact the continued decrease in support will have in that area. Dr. Levinson spoke about the national landscape in funding higher education and the growing inequities as it related to community colleges. Dr. Levinson noted the presidents look forward to President Gray's arrival and having an opportunity to identify avenues that will provide a better footing for the community colleges (referenced allocation funding formula, course delivery and competency-based instructional models).

Following an overview of the highlights of the proposed spending plan by Committee Chair Gary Holloway, **the following resolution concerning the FY2014 Spending Plans for the Connecticut State Colleges & Universities was unanimously approved on a motion by Gary Holloway with a second by Nicholas Donofrio:**

RESOLVED, that the Board of Regents hereby approves the FY 2014 budget allocations and spending plans for the Connecticut State Colleges & Universities **as described in Attachment A** (*attached hereto*).

AUDIT COMMITTEE

Committee Chair Craig Lappen advised the Audit Committee met on June 12 and laid out plans for PriceWaterhouseCooper, acknowledged receipt of the audits for the college and university foundations, and approved the upcoming Internal Audit plan.

STRATEGIC PLANNING COMMITTEE (Special Committee)

Following an overview by Committee Chair Dr. René Lerer¹, **on a motion by René Lerer, seconded by Matt Fleury, the following items and associated resolutions were unanimously approved**

- Distinct missions of the Connecticut Community Colleges, Charter Oak State College, and the Connecticut State Universities
- Mission Statement - Connecticut State Colleges and Universities
- Metrics for the Strategic Plan

Distinct missions of the Connecticut Community Colleges, Charter Oak State College, and the Connecticut State Universities

WHEREAS Section 10a-1c of the Connecticut General Statutes require the Board of Regents for Higher Education to develop and implement a plan for maintaining the distinct missions of the Connecticut State University System, the regional community-technical college system and Charter Oak State College, and

WHEREAS The Board of Regents for Higher Education on December 20, 2011 adopted a plan to preserve these distinct missions that included feedback from the Council of Presidents, the Faculty Advisory Committee and the Student Advisory Committee, and

WHEREAS Draft mission statements were received from the Council of Presidents on June 18, 2012, and

WHEREAS Draft mission statements were received from the Faculty Advisory Committee on April 24, 2013, and

WHEREAS Feedback from the full Student Advisory Committee was received during its meeting of November 30, 2012 and from an ad hoc Committee for Strategic Planning of the Student Advisory Committee on April 12, 2013, be it

RESOLVED: That the Board of Regents for Higher Education adopt the following mission statements:

Connecticut Community Colleges

As part of the Connecticut State Colleges & Universities (ConnSCU) system, the twelve Connecticut Community Colleges share a mission to make excellent higher education and lifelong learning affordable and accessible. Through unique and comprehensive degree and certificate programs, non-credit life-long learning opportunities and job skills training programs, they advance student aspirations to earn career-oriented degrees and certificates and to pursue their further

¹ PowerPoint presentation utilized during Dr. Lerer's presentation posted on the BOR website at <http://www.ct.edu/files/pdfs/presentation-BOR-mission-and-metrics.pdf>

education. The Colleges nurture student learning and success to transform students and equip them to contribute to the economic, intellectual, civic, cultural and social well-being of their communities. In doing so, the Colleges support the state, its businesses and other enterprises and its citizens with a skilled, well-trained and educated workforce.

Charter Oak State College

As part of the Connecticut State Colleges & Universities (ConnSCU) system, Charter Oak State College, the state's only public, online, degree-granting institution, provides affordable, diverse and alternative opportunities for adults to earn undergraduate and graduate degrees and certificates. The College's mission is to validate learning acquired through traditional and non-traditional experiences, including its own courses. The college rigorously upholds standards of high quality and seeks to inspire adults with the self-enrichment potential of non-traditional higher education.

Connecticut State Universities

As part of the Connecticut State Colleges & Universities (ConnSCU) system, the four Connecticut State Universities offer exemplary and affordable undergraduate and graduate instruction leading to degrees in the liberal arts, sciences, fine arts, applied fields, and professional disciplines. They advance and extend knowledge, research, learning and culture while preparing students to enter the workforce and to contribute to the civic life of Connecticut's communities. Through a variety of living and learning environments, the Universities ensure access and diversity to meet the needs of a broad range of students. They support an atmosphere of inter-campus learning, the exploration of technological and global influences and the application of knowledge to promote economic growth and social justice.

Mission Statement - Connecticut State Colleges and Universities

WHEREAS Elements of a strategic plan that include a Vision for Connecticut, a Vision for the Connecticut State Colleges & Universities (ConnSCU), a Mission Statement, and five Goal statements were adopted on September 25, 2013, and

WHEREAS The President of the Board was directed to discuss the vision, mission and goals (VMG) with the Faculty Advisory Committee, the Student Advisory Committee, the Council of Presidents and other stakeholders, and

WHEREAS Feedback has been received about these elements of the Strategic Plan and reviewed by the Strategic Planning Committee, be it

RESOLVED: That the Board of Regents for Higher Education approve modifications to the Mission Statement for the Connecticut State Colleges and Universities to read as follows:

The Connecticut State Colleges & Universities (ConnSCU) contribute to the creation of knowledge and the economic growth of the state of Connecticut by

providing affordable, innovative, and rigorous programs. Our learning environments transform students and facilitate an ever increasing number of individuals to achieve their personal and career goals.

Metrics for the Strategic Plan

- WHEREAS Elements of a strategic plan that include a Vision for Connecticut, a Vision for the Connecticut State Colleges and Universities, a Mission Statement, and five Goal statements were adopted on September 25, 2012, and
- WHEREAS The President of the Board was directed to form a working group to develop strategic indicators for each of the five goals, and
- WHEREAS The working group issued a report recommending a set of metrics and a communication plan for structured comment, and
- WHEREAS 159 faculty, staff, and student leaders were invited to comment on metrics and provide feedback, and this feedback has been incorporated into recommendations from the working group, be it
- RESOLVED: That the metrics presented in [Attachment A](#) are adopted to monitor progress on goals of the Strategic Plan, and be it further
- RESOLVED: That the President of the Board of Regents, in consultation with faculty and staff, prior to December 31, 2013 define metrics for (1) post-graduation outcomes, including employment, earnings, and further study; and (2) overall out-of-pocket costs per student. Once metrics are defined further study will be done to identify analytics that will generate additional data for review, and be it further
- RESOLVED: That the President of the Board of Regents, in consultation with faculty and staff, following December 31, 2013 report annually on progress to identify and implement metrics for (1) student learning and (2) credit completion and grade point averages of first-time students and/or all students, and be it further
- RESOLVED: That the President of the Board of Regents may establish technical definitions and make technical adjustments to these metrics as needed and report such definitions and adjustments to the Board, and be it further
- RESOLVED: That performance on these metrics at the institution level and constituent unit level shall be benchmarked against groups of similar institutions determined by the President of the Board of Regents in consultation with the president of each institution.

ATTACHMENT A – METRICS RECOMMENDED FOR ADOPTION

Goal 1: A Successful First Year

Increase the number of students who successfully complete a first year of college

- 1.1 One-year retention rate of first-time degree- or certificate-seeking students
 - 1.1.1 Entering full-time
 - 1.1.2 Entering part-time
- 1.2 First-time students completing college-level English and math within one year
 - 1.2.1 Number
 - 1.2.2 Percent

Goal 2: Student Success

Graduate more students with the knowledge and skills to achieve their life and career goal

- 2.1 Undergraduate completions per 100 undergraduate degree-seeking full-time equivalent enrollment
- 2.2 Graduate completions per 100 full-time equivalent graduate enrollment
- 2.3 Transfers from 2-year institutions to 4-year institutions per 100 full-time equivalent enrollment
- 2.4 Graduation rate of full-time, first-time degree- or certificate-seeking students
 - 2.4.1 150% normal time for 4-year institutions
 - 2.4.2 200% of normal time for 2-year institutions
- 2.5 Average time (years) to degree for students entering full-time
 - 2.5.1 First-time students
 - 2.5.2 Transfer students
- 2.6 Post-graduation outcomes [to be identified by December 31, 2013]
 - 2.6.1 Employment
 - 2.6.2 Earnings
 - 2.6.3 Further study after graduation

Goal 3: Affordability and Sustainability

Maximize access to higher education by making attendance affordable and our institutions financially sustainable

- 3.1 Nonfederal government appropriations
 - 3.1.1 per completion
 - 3.1.2 per full-time equivalent enrollment
- 3.2 Education and related expenses
 - 3.2.1 Per completion
 - 3.2.2 Per full-time equivalent enrollment
- 3.3 Instructional expenditures as a percent of education and related expenses
- 3.4 Total annual voluntary support per full-time equivalent enrollment
- 3.5 Percent of tuition and required fees not covered by grant aid
- 3.6 Out-of-pocket costs per student [to be defined by December 31, 2013]

Goal 4: Innovation and Economic Growth

Create educational environments that cultivate innovation and prepare students for successful careers in a fast changing world.

- 4.1 Percent of seniors who worked on a research project with a faculty member outside of course or program requirements
- 4.2 Total research expenditures per full-time faculty
- 4.3 Completions in fields with high workforce demand
 - 4.3.1 Science, Technology, Engineering & Math (STEM)
 - 4.3.2 Health
 - 4.3.3 Education
- 4.4 Campus-level annual report on innovation

Goal 5: Equity

Eliminate achievement disparities among different ethnic/racial, economic, and gender groups.

Disaggregate by:

- 5.1 Race/ethnicity*
 - 5.1.1 Asian and Native Hawaiian or Pacific Islander
 - 5.1.2 Black or African American
 - 5.1.3 Hispanic or Latino
 - 5.1.4 White
 - 5.2 Gender
 - 5.2.1 Men
 - 5.2.2 Women
 - 5.3 Socioeconomic Status – Pell Recipients
- *Additional breakout of ethnicity is available

INFORMATION TECHNOLOGY COMMITTEE (Special Committee)

Committee Chair Nicholas Donofrio advised that the Special Information Technology Committee met on June 7; he noted that attendance at the committee meetings is beginning to increase (all of the university CIOs and Charter Oak are in attendance, with, currently, about half of the community college IT directors attending).

The IT Committee, in executive session, reviewed information security programs at the institutions. There will be a best practices information series sharing regarding peer and self-assessments (security, networking, academic and administrative computing). Committee Chair Donofrio thanked his fellow regents, Michael Pollard and Matt Fleury, for their assistance.

EXECUTIVE SESSION

Chairman Robinson requested a motion to move to Executive Session for discussion limited to the appointment of a public officer or employee. Richard J. Balducci so moved; Matt Fleury seconded the motion and it was approved unanimously, with the Board entering into Executive Session. Chairman Robinson requested President Austin, interim Chief of Staff Dennis Murphy, VP for Human Resources Steven Weinberger and BOR Secretary Erin Fitzgerald to join the Board in Executive Session and indicated that no votes would be cast during Executive Session.

RETURN TO OPEN SESSION

Upon returning to Open Session, Chairman Robinson announced that no votes were taken during Executive Session and discussion was limited to the appointment of a public officer or employee.

EXECUTIVE COMMITTEE

Chairman Robinson noted that in accordance with existing bylaws, any proposed revisions thereto required an introductory notification to the Board. Chairman Robinson noted that introductory notification had been made at the prior meeting and, in accordance therewith, he **requested a motion approving the revision aligning BOR bylaws with the recent legislative action concerning the appointing authority of the Board of Regents for the BOR President. Yvette Melendez so moved; Naomi Cohen seconded the motion and the bylaws revision noted below was approved unanimously**

RESOLVED, that the Board of Regents for Higher Education approves the following amendments to Board Bylaws:

SECTION 2 - OFFICERS OF THE BOARD

- D. The President shall be appointed by the ~~Governor~~ **Board of Regents and shall serve at the pleasure of the Board** pursuant to Subsection (a) of Section 1 of PA 13-4.

SECTION 3 - DUTIES OF THE OFFICERS

A. PRESIDENT

Pursuant to Section ~~212 1~~ of PA ~~41-48~~ **13-4**:

The president shall be the chief executive officer of the Board of Regents for Higher Education and shall administer, coordinate and supervise the activities of the board in accordance with the policies established by the board. The President shall (1) have the ~~responsibility for implementing~~ **authority to implement** the policies, ~~and directives~~ **and rules** of the board and any additional responsibilities as the board may prescribe,

**APPOINTMENT OF AN INTERIM PRESIDENT FOR ASNUNTUCK
COMMUNITY COLLEGE**

On a motion by Naomi Cohen, with a second by Michael Pollard, the following resolution concerning the appointment of an interim President for Asnuntuck community College was unanimously approved

WHEREAS, there exists a current need to appoint an Interim President of Asnuntuck Community College, and

WHEREAS, the Interim President of the Board of Regents, Dr. Philip E. Austin, after due deliberation, has presented a recommendation on such appointment for the Board's consideration; now, therefore, be it

RESOLVED, that, consistent with the recommendation made by Dr. Austin, the Board of Regents for Higher Education hereby appoints James P. Lombella as Interim President of Asnuntuck Community College, effective from July 1, 21013 to December 31, 2013 or until such time as a President is appointed by the Board, whichever occurs later; and be it further

RESOLVED, that for service as Interim President of Asnuntuck Community College, Mr. Lombella shall receive a monthly stipend in the amount of \$2,500, payable on a bi-weekly basis, in addition to his annual salary for services performed as Dean of Administration at Asnuntuck; and be it further

RESOLVED, that for the duration of this appointment, Mr. Lombella shall perform the duties of Interim President along with his regular duties as Dean of Administration at Asnuntuck Community College.

ADJOURNMENT

Naomi Cohen moved to adjourn; Michael Pollard seconded and the meeting adjourned at 12:49 p.m.

Submitted,

Erin A. Fitzgerald, Associate Director, Office of Board Affairs/
Secretary of the Board of Regents for Higher Education

Connecticut State Colleges & Universities
Board of Regents for Higher Education
FY2013-14 Operating Budget

	TOTAL REVENUE	PS	FRINGE	OTHER EXPENSES	LIBRARY	EQUIPMENT	TOTAL EXPENDITURES	DEBT SERVICE	OTHER TRANSFERS	TRANSFERS IN / OUT	NET
State Universities											
Central Connecticut State University	201,355,582	93,843,424	40,740,667	50,943,223	1,909,170	2,555,000	189,991,484	(9,442,092)	(1,491,755)	n/a	430,251
Eastern Connecticut State University	120,055,876	54,119,789	27,220,741	28,683,575	902,052	550,000	111,476,157	(8,048,245)	(531,474)	n/a	-
Southern Connecticut State University	199,123,088	94,187,095	42,958,193	48,222,567	1,899,975	1,302,042	188,569,872	(10,797,701)	244,485	n/a	-
Western Connecticut State University	115,331,939	53,917,050	24,180,542	28,458,456	984,000	300,000	107,840,048	(7,176,206)	(315,685)	n/a	-
CSU System Office	23,487,822	13,025,130	6,080,063	3,333,407	407,000	20,000	22,865,600	-	(622,222)	n/a	-
State Universities Total	659,354,307	309,092,488	141,180,206	159,641,228	6,102,197	4,727,042	620,743,161	(35,464,244)	(2,716,651)	-	430,251
Community Technical Colleges											
Asnuntuck Community College	15,971,695	9,068,521	4,562,022	2,604,621	-	-	16,235,164	n/a	-	263,469	-
Capital Community College	31,430,044	18,215,423	8,947,824	5,667,975	96,200	-	32,927,422	n/a	-	1,497,378	-
Gateway Community College	50,892,703	28,372,437	12,524,553	10,022,144	97,291	-	51,016,425	n/a	-	123,722	-
Housatonic Community College	36,522,733	18,875,175	9,793,487	7,367,517	40,000	-	36,076,179	n/a	-	(446,554)	-
Manchester Community College	52,984,309	27,804,929	14,387,175	7,257,556	52,000	-	49,501,660	n/a	-	(3,482,649)	-
Middlesex Community College	21,139,580	11,460,576	4,969,357	4,154,206	16,627	46,000	20,646,766	n/a	-	(492,814)	-
Naugatuck Valley Community College	52,154,688	28,946,243	14,727,839	6,826,951	-	-	50,501,033	n/a	-	(1,653,655)	-
Northwestern Community College	14,298,748	8,562,565	4,384,508	1,887,032	56,000	-	14,890,105	n/a	-	591,357	-
Norwalk Community College	46,182,203	24,618,814	11,472,532	7,956,126	80,000	50,000	44,177,472	n/a	-	(2,004,731)	-
Quinebaug Valley Community College	15,710,446	8,876,044	4,245,900	2,509,524	107,517	-	15,738,985	n/a	-	28,539	-
Three Rivers Community College	32,868,591	18,171,640	9,198,988	5,433,807	10,000	-	32,814,435	n/a	-	(54,156)	-
Tunxis Community College	33,177,299	18,631,082	9,586,014	4,798,727	77,400	-	33,093,223	n/a	-	(881,181)	(797,105)
CCC System Office	29,060,564	19,449,263	10,147,624	7,096,206	-	-	36,693,093	n/a	-	7,632,529	-
Community Technical College Total	432,393,603	241,052,712	118,947,823	73,582,392	633,035	96,000	434,311,962	-	-	1,121,254	(797,105)
Charter Oak State College	14,760,215	8,627,436	3,680,587	2,381,536	-	70,000	14,759,559	n/a	-	-	656
Board of Regents	1,007,786	922,043	479,462	-	-	-	1,401,505	n/a	-	393,719	-
Connecticut State Colleges & Universities Total	1,107,515,911	559,694,679	264,288,078	235,605,156	6,735,232	4,893,042	1,071,216,187	(35,464,244)	(2,716,651)	1,514,973	(366,198)