

CSCU Board of Regents

AGENDA - REGULAR MEETING

10:00 a.m., Thursday, March 27, 2025

Conducted at Southern Connecticut State University and

Livestreamed at: <https://youtube.com/live/3JzefKTplCo>

NOTE: If any member of the public is unable to attend the meeting in real-time due to a lack of physical location or electronic equipment, they may request assistance by email to Pamela.Heleen@ct.edu at least 24 hours before the meeting.

OPPORTUNITY TO ADDRESS THE BOARD THIS MONTH:

- Written comments will be accepted concerning any matters. They will become part of the permanent record of the meeting. Written comments must be received via email to Pamela.Heleen@ct.edu at least 24 hours in advance of the meeting. All emails received will be compiled, shared with the Board members, and posted on the CSCU website in advance of the meeting, as well as attached to the meeting minutes. Please provide your name, affiliation (public, faculty, staff, student) and, if applicable, college or university affiliation. Anonymous emails will not be posted or shared.
- The Board encourages public comment on matters that appear on this agenda. Requests to provide in-person comments (including virtual appearances) must be received at least 24 hours in advance of the meeting by emailing the Secretary to the Board at Pamela.Heleen@ct.edu. Each speaker must specify the subject of their comments. A confirmation email with instructions to access the meeting will be forwarded the day before the meeting. In fairness to all who wish to address the Board, each speaker must abide by a three-minute time limit. At the end of each speaker's allotted time, the speaker will be asked to yield to the next speaker.
- Presenters will be prioritized based on the agenda of the meeting. First, the Regents will hear comments on action items before them; students will speak first, followed by the public, faculty, and staff. If time remains within the 30 minutes allocated to public comment, general presentations will be heard first from students followed by the public, faculty, and staff. Supplemental information may be provided in written form for distribution to the Regents. Again, should time not be sufficient to accommodate all speakers, written submissions are encouraged.

- 1. Call to Order and Welcome, Roll Call, Declaration of Quorum**
- 2. Adoption of Agenda**
- 3. Remarks from CSCU Chancellor Terrence Cheng**
- 4. Comments from Chair Marty Guay**
- 5. Update – Spring 25 Enrollment and Retention Report – Dr. Lloyd Blanchard.....Page 1**
- 6. Update – Food Insecurity Report – Dr. Lesley Mara and Dr. Tamara O'Day-Stevens.....Page 5**
- 7. Update – Charter Oak Book Bundle Presentation – Pres. Ed Klonoski and Provost
David Ferreira**
- 8. Public Comment**
- 9. Approval of Previous Meeting Minutes**
 - February 27, 2025 - Regular Meeting.....Page 9
- 10. Consent Agenda**
 - a. CSCU Honorary Degrees.....Page 35
 - b. Academic New Programs.....Page 47
 - i. SCSU - User Research and User Interface – Master of Science
 - ii. SCSU - Archeology and Cultural Resource Management – Master of Science

iii. CCSU - Cybersecurity – Master of Science

c. CCSU Tenure Recommendation.....Page 56

11. Academic & Student Affairs Committee – Ira Bloom, Chair

<https://www.youtube.com/live/8jtGEgQVCrg>

Report. No items

12. Audit Committee – Eleese Wright, Chair

No Report.

13. Finance & Infrastructure Committee – Richard J. Balducci, Chair

No Report.

14. Governance & Nomination Committee – Juanita James, Chair

<https://www.youtube.com/live/M29qS50eLHM>

Report. No items.

15. Human Resources & Administration Committee – Sophia Jappinen, Chair

No report.

16. Technology Committee – Ted Yang, Committee Chair

https://www.youtube.com/live/p5Q3ER_s68E

Report. No items.

17. Executive Session Anticipated

Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Spring 2025

Enrollment data reflects census date data for CSUs (2/12/25), and CT state (2/14/25), and COSC preliminary data as of 01/31/25. COSC census date is 03/31/25. Detailed students data files are available after COSC census.

		CT State													Charter Oak *	State Universities					Grand Total	
		Asnuntuck	Capital	Gateway	Housatonic	Manchester	Middlesex	Naugatuck Valley	Northwestern	Norwalk	Quinebaug Valley	Three Rivers	Tunxis	Unduplicated Total		Central	Eastern	Southern	Western	CSU Total		
Current Enrollment																						
	Total Student Headcount	FT	382	556	1,552	835	1,328	543	1,468	262	1,139	311	775	995	10,146	697	6,571	3,155	6,017	3,033	18,776	29,619
		PT	879	2,055	4,148	1,904	2,668	1,184	3,330	620	2,920	778	1,860	1,907	24,253	1,286	3,468	1,018	2,953	1,309	8,748	34,287
	Total		1,261	2,611	5,700	2,739	3,996	1,727	4,798	882	4,059	1,089	2,635	2,902	34,399	1,983	10,039	4,173	8,970	4,342	27,524	63,906
Total Student FTE	FT		376	529	1,255	849	1,218	554	1,205	250	944	285	716	910	9,093	596	6,327	3,117	5,777	2,956	18,178	27,867
	PT		425	966	1,810	955	1,145	628	1,408	307	1,214	371	856	858	10,942	512	1,315	168	1,109	503	3,095	14,550
	Total		801	1,496	3,065	1,804	2,363	1,182	2,613	557	2,158	656	1,572	1,767	20,035	1,108	7,643	3,285	6,886	3,459	21,273	42,416
UG Headcount	FT		382	556	1,552	835	1,328	543	1,468	262	1,139	311	775	995	10,146		6,043	3,063	5,087	2,938	17,131	
	PT		879	2,055	4,148	1,904	2,668	1,184	3,330	620	2,920	778	1,860	1,907	24,253		2,244	927	1,848	843	5,862	
	Total		1,261	2,611	5,700	2,739	3,996	1,727	4,798	882	4,059	1,089	2,635	2,902	34,399		8,287	3,990	6,935	3,781	22,993	
UG FTE	FT		376	529	1,255	849	1,218	554	1,205	250	944	285	716	910	9,093		5,846	3,041	4,928	2,869	16,684	
	PT		425	966	1,810	955	1,145	628	1,408	307	1,214	371	856	858	10,942		815	129	649	295	1,887	
	Total		801	1,496	3,065	1,804	2,363	1,182	2,613	557	2,158	656	1,572	1,767	20,035		6,661	3,170	5,577	3,164	18,571	
Certificates headcount (credit)	UG		83	89	158	85	143	70	170	20	98	80	93	68	1,157		6	0	26	0	32	
	G		0	0	0	0	0	0	0	0	0	0	0	0	0		404	0	185	8	597	
	Total		83	89	158	85	143	70	170	20	98	80	93	68	1,157		410	0	211	8	629	
Grad Headcount	FT																528	92	930	95	1,645	
	PT																1,224	91	1,105	466	2,886	
	Total																1,752	183	2,035	561	4,531	
Grad FTE	FT																481	76	849	87	1,494	
	PT																500	39	461	208	1,208	
	Total																982	115	1,309	296	2,702	

Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Spring 2025

Access																					
First-year, first-time students UG (headcount)	FT	217	222	625	352	561	259	724	130	433	183	394	494	4,594	2	1,416	613	1,211	694	3,934	8,530
	PT	165	228	612	293	427	170	463	86	291	109	268	271	3,383	24	25	1	16	13	55	3,462
	Total	382	450	1,237	645	988	429	1,187	216	724	292	662	765	7,977	26	1,441	614	1,227	707	3,989	11,992
First generation UG (%)	FT	19%	41%	37%	36%	26%	26%	34%	25%	38%	26%	25%	28%	31%	0	31%	30%	33%	28%	31%	31%
	PT	28%	39%	36%	35%	26%	26%	35%	29%	36%	29%	32%	33%	33%	0	10%	5%	14%	12%	11%	27%
	Total	25%	39%	36%	36%	26%	26%	35%	27%	37%	28%	30%	31%	33%	0	25%	25%	28%	24%	26%	29%
Ethnicity (%)	White	56%	18%	32%	21%	44%	59%	41%	69%	26%	69%	56%	53%	40%	50%	56%	65%	48%	50%	54%	46%
	Hispanic	16%	33%	34%	40%	25%	23%	37%	19%	47%	15%	21%	28%	31%	21%	19%	14%	22%	25%	20%	26%
	Black	17%	37%	24%	29%	17%	8%	11%	4%	16%	5%	10%	7%	17%	20%	13%	9%	18%	9%	13%	15%
	Asian	3%	5%	5%	3%	6%	3%	3%	2%	5%	2%	4%	5%	4%	3%	5%	3%	4%	3%	4%	4%
	Other	8%	6%	6%	6%	7%	7%	7%	7%	6%	9%	9%	7%	7%	5%	6%	9%	7%	12%	8%	7%
	International	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.3%	1.9%	0.4%	0.7%	0.2%	1.0%
Hanley/PACT eligible (%) **	Yes	32%	21%	27%	27%	33%	36%	33%	38%	20%	33%	36%	33%	30%							
Pell awarded(%)	Yes	51%	57%	44%	47%	40%	36%	45%	40%	39%	44%	44%	44%	44%	43%	37%	29%	44%	43%	39%	42%
FAFSA Completions (%)	FT																				
	PT																				

Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Spring 2025

		CT State													Charter Oak	State Universities					Grand Total
		Asnuntuck	Capital	Gateway	Housatonic	Manchester	Middlesex	Naugatuck Valley	Northwestern	Norwalk	Quinebaug Valley	Three Rivers	Tunxis	Unduplicated Total		Central	Eastern	Southern	Western	CSU Total	
Completions																					
Retention rate	1st year	68%	58%	67%	57%	67%	64%	71%	62%	66%	67%	59%	66%	65%	^N/A	79%	84%	76%	70%	77%	
	2nd year																				
Transfer rate	In																				
	Out***	9%	0%	15%	17%	19%	18%	17%	8%	8%	9%	13%	17%	14%							
	Out-within CSCU																				
	Out-outside CSCU																				
Graduation rate	3-year	39%	7%	14%	13%	22%	25%	15%	22%	11%	28%	16%	19%	18%	^N/A						
	4-year														^N/A						
	6-year														^N/A	49%	58%	48%	50%	50%	
Completions (2023-24, awards by cip of major)																					
Credentials (#) [cip, 2-digit codes]																					
Biological Sci. & Natural Resources [cip, 1,3, 26]		2	0	8	3	6	21	32	14	6	4	0	2	98	0	84	45	94	36	259	357
Business, Management & Marketing [cip 52]		40	27	123	80	139	64	139	24	83	27	66	166	978	107	474	181	267	218	1,140	2,225
Computer & Information Sciences [cip 10,11]		0	7	18	12	29	32	43	5	57	11	11	25	250	0	159	33	52	8	252	502
Education [cip 13]		16	4	24	16	19	24	22	5	28	17	16	42	233	43	396	98	357	82	933	1,209
Engineering, Technologists, Technicians [cip 14,15,41,47,48]		93	7	91	26	60	18	74	5	40	32	56	23	525	0	112	0	4	0	116	641
Healthcare & Clinical Sciences [cip 51]		27	145	183	40	141	47	170	71	84	28	111	45	1,092	129	119	60	485	132	796	2,017
Liberal Arts, Humanities & Languages [cip 16,23,24,54]		59	26	190	110	142	65	131	36	177	56	101	117	1,210	142	164	112	227	51	554	1,906
Other [cip 5,12,19,22,25,27,30,31,32,33,38,40,43]		11	9	21	30	80	8	39	11	61	3	33	35	341	84	150	68	287	116	621	1,046
Psychology [cip 52]		7	10	19	31	34	11	37	8	16	10	18	28	229	59	144	89	181	126	540	828
Public Administration & Social Service Professions [cip 44]		4	12	14	18	23	11	21	8	12	5	10	29	167	0	37	36	148	29	250	417
Social Sciences [cip 45]		1	3	33	3	13	9	20	9	7	8	11	15	132	12	173	71	107	22	373	517
Visual & Performing Arts & Communication [cip 9,50]		2	1	27	30	56	23	62	10	31	8	12	39	301	0	147	97	116	125	485	786
TOTAL		262	251	751	399	742	333	790	206	602	209	445	566	5,556	576	2,159	890	2,325	945	6,319	12,451

Connecticut State Colleges and Universities (CSCU) - BOR Enrollment and Completions Report, Spring 2025

Talent (P20WIN employment by cip of major, graduates from 2018-2019 through 2020-21, working in CT during the third quarter after completion (Undergraduate and Graduate combined))^A																					
(%) Employment by cip of award [cip, 2-digit codes]																					
Biological Sci. & Natural Resources [cip, 1, 3, 26]						6.6%	2.7%	8.3%	3.0%				1.3%			5.7%	4.1%	2.7%	2.7%	4.1%	2.7%
Business, Management & Marketing [cip 52]	17.0%	13.6%	13.1%	22.8%	16.4%	11.3%	17.8%	4.6%	10.6%	20.9%	13.5%	30.7%	16.9%	19.8%		25.7%	18.2%	13.4%	23.0%	20.4%	18.7%
Computer & Information Sciences [cip 10,11]		3.8%	5.1%		3.7%	2.0%	3.0%		3.8%	4.1%		1.7%	2.6%			3.8%	5.7%	2.0%	1.2%	3.2%	2.8%
Education [cip 13]		3.2%	2.8%	9.1%	2.0%	5.7%	3.0%		4.7%	6.9%	1.5%	1.9%	3.3%	2.9%		20.2%	11.0%	15.4%	7.3%	15.4%	9.4%
Engineering, Technologists, Technicians [cip 14,15,41,47,48]	43.3%		15.6%	7.7%	10.0%	6.1%	18.5%		3.7%	17.2%	18.9%	7.3%	12.7%			5.9%				2.3%	7.1%
Healthcare & Clinical Sciences [cip 51]	15.4%	54.0%	28.7%	22.9%	18.4%	22.9%	22.6%	56.0%	26.0%	16.3%	19.9%	13.9%	24.3%	13.4%		5.7%	5.8%	17.5%	17.5%	11.1%	17.3%
Liberal Arts, Humanities & Languages [cip 16,23,24,54]	20.3%	13.8%	29.6%	25.4%	25.7%	22.5%	17.2%	25.0%	32.7%	30.9%	29.0%	24.9%	24.4%	40.7%		4.6%	18.4%	6.6%	6.6%	7.7%	16.5%
Other [cip 5,12,19,22,25,27,30,31,32,33,38,40,43]	3.9%	2.9%	2.1%	8.2%	14.8%	12.9%	7.5%	6.0%	10.4%		12.0%	11.6%	8.4%	15.8%		4.5%	6.3%	17.5%	9.2%	9.5%	9.2%
Psychology [cip 52]				1.7%	2.1%	2.8%	2.6%						1.2%	7.4%		5.8%	7.0%	7.9%	11.4%	7.4%	4.5%
Public Administration & Social Service Professions [cip 44]		8.7%	0.8%		2.0%	3.1%	1.5%						1.3%			2.1%	3.7%	6.9%	4.4%	4.1%	2.7%
Social Sciences [cip 45]																9.8%	8.3%	4.7%	2.1%	6.9%	3.5%
Visual & Performing Arts & Communication [cip 9,50]			1.4%	2.2%	4.9%	4.1%	3.5%		5.1%	3.8%	4.0%	8.0%	3.5%			6.2%	11.3%	5.3%	14.7%	8.0%	5.6%

Enrollment data as of Spring 2025 census date for CSUs (2/12/25), and CT state (2/14/25). Detailed students data files are available after COSC census (03/31/25).

*COSC preliminary data as of 01/31/25. COSC census date is 03/31/25. Detailed students data files are available after COSC census (03/31/25).

Shown data are for Fall 2024 census date. Spring 2025 census data (Detailed student-level data from the institutions) are available after COSC census (03/31/25).

**Hanley/PACT data as of Fall 2022. Updated Hanley /PACT data and new FAFSA data from Financial Aid offices will be available after detailed data files are compiled after COSC census (03/31/25).

Shown data are for Fall 2024 census date. Retention, graduation and transfer rates follow the IPEDS federal definitions, and are based on Fall cohorts. New data are available after COSC's fall census every fall.

Degrees awarded (completions) data are available late August after IPEDS reporting. P20WIN data are updated every few years once data are received from DoL.

Not Applicable metric

NOTES:

^N/A = Non applicable metric for Charter Oak

n/a = Citizenship, permanent residency data are not available for CT State students for Fall 2024 census.

^{^^} Source of employment data at Q3 is P20WIN. Counts under 10 are suppressed. Aggregations of counts under 10 are also suppressed.

DoL provided headcounts of graduates from 2018-2019 through 2020-21 working in CT during the third quarter after completion (UG and G combined)

Full-time equivalent enrollment is calculated in this worksheet as 15 undergraduate credit hours = 1 FTE, 12 graduate credit hours = 1 FTE. This figure will be lower than official FTE reports based on credit hours, which include a full 12 months of instructional activity as well as official FTE reports based on the NCES fall headcount conversion formula.

CT State headcount is based on home campus count. Credit Hours and FTE are calculated based on seat campus.

Data Sources: CSU/COSC IR Offices, CT State Community College Banner SWKRXF02 and SWKRXF05 Reports

Prepared by the CSCU System Office - Office of Decision Support & Institutional Research. 02/26/25



Food Insecurity Assessment Executive Summary

In follow-up to the December 2024 Finance and Infrastructure Committee discussion, this summary provides an overview of CSCU's systemwide efforts to address food insecurity, compliance with PA 22-101(Section 4), and next steps to strengthen student support.

Current Efforts & Systemwide Support:

- **Food Pantries:** All CSCU campuses maintain food pantries, with some offering tailored services such as online ordering, Grab & Go options, 211 training for access to community resources, and expanded offerings that include personal care items, hygiene products, and donated clothing.
 - *CT State:* [All 12 campuses](#)
 - *Central:* [Maria's Place](#)
 - *Eastern:* [Shawn's Cupboard](#)
 - *Southern:* [SCSU on-campus Food Pantry](#)
 - *Western:* [Wally's Cupboard by SGA](#)
 - *Charter Oak:* [Stop & Shop gift cards](#)
- **Funding Support:** Since 2022, CSCU has received substantial systemwide support for food pantries from Stop & Shop (2022-23: \$100,000; 2023-24: \$133,000; and 2024-25: \$156,500). *Other examples of support include Connecticut Foodshare, United Natural Foods, Sodexo, foundations, and donations.*
- **State-Mandated Surveys & Compliance:** With the passage of PA 22-101(Section 4), institutions of higher education are now required to conduct biennial surveys of students focused on food insecurity and to adjust services they offer based upon those survey results. The first round of surveys was conducted during 2023, and a full report was presented to the legislature, as required, in January 2024. The report includes each institution's assessment of food insecurity, evaluation of available services, and student utilization of food support programs. As part of this recurring mandate, the findings from this assessment will guide the development and implementation of targeted initiatives over the next two years to address identified gaps.
 - *A full copy of the report is attached. (Exhibits A & B)*

- **Survey Findings:** The 2023 student surveys indicate high levels of food insecurity across CSCU institutions.

Examples:

- Of the 1,755 students who completed the survey, 52% of CCSU students surveyed reported an inability to afford balanced meals
 - Of the 183 students who completed the survey, 29.5% of WCSU students indicate very low food security.
 - Of the 438 students who completed the survey, 40% of SCSU students reported that the food they purchased often or sometimes did not last until they could afford to buy more.
 - *A full copy of the survey results is attached. (Exhibit B)*
- **Institutions have implemented various food support models, including:**
 - On-campus food pantries (staffed by volunteers and student workers)
 - Mobile food pantries in partnership with CT Foodshare
 - Emergency meal swipe programs (e.g., Sodexo's Swipe Out Hunger at CCSU & Swipe it Forward programs at SCSU & ECSU)
 - Grab-and-go snack stations
 - Emergency funds for students
- **Challenges:**
 - Stigma remains a barrier to food pantry utilization; students may not seek available resources.
 - While outreach and education efforts are occurring at each of the institutions, underutilization of external benefits are still prevalent (e.g., some students are not aware of their campus pantries; students may not be aware of community-based free services; students eligible for SNAP may not be enrolled due to lack of awareness or eligibility confusion).
 - CSCU food pantries rely on internal and external support from the institution, Student Government Associations, Stop & Shop, Connecticut Foodshare, United Natural Foods, foundations, and private donations. The loss of these funding sources could jeopardize the availability and expansion of food assistance programs.
-

Next Steps & Systemwide Coordination

To strengthen food insecurity efforts and enhance awareness of other critical resources available across CSCU, the following actions are planned for Spring 2025 and beyond.

Ongoing Assessment & Best Practices

- The Student Success Council has begun to integrate discussions on food insecurity into regular meetings to ensure institutions share best practices and align resources effectively alongside other critical student support efforts.
- **State-Mandated Surveys & Compliance**
 - The Associate Vice President for Enrollment Management and Student Success will collaborate with Student Affairs leadership at each institution to conduct the next round of biennial food insecurity surveys in Fall 2025, preparing for the January 2026 reporting cycle as required by PA 22-101(Section 4).
 - Once the survey has been completed, a copy of the report will be provided to the BOR.
- **Enhancing Awareness of SNAP & Other Critical Resources**
 - On December 19, 2024, and January 30, 2025, the Student Success Council meetings reviewed current campus strategies for sharing SNAP, food assistance, and other critical resource information with students.
- **Spring Team Planning Summit (May 15, 2025 at Charter Oak College):**
 - The Student Success Council will meet to develop systemwide strategies for Fall 2025 to organize and streamline communication efforts related to food insecurity and other critical on- and -off campus resources available to students.
 - **Possible Outreach Efforts discussed:**
 - Utilization of social media, Blackboard announcements, Discord channels, and campus media screens to increase awareness of available resources.
 - Identification of key written communication channels to deliver food assistance and SNAP eligibility information, including:
 - Financial aid award letters
 - Course syllabi
 - Welcome emails
 - This also includes increasing faculty and staff awareness of available resources so they can effectively direct students to support services.

- **Funding for Food Security Initiatives**

- Develop donor engagement strategies to maintain corporate and philanthropic support for food pantries.

**BOARD OF REGENTS FOR HIGHER EDUCATION
CT STATE COLLEGES AND UNIVERSITIES (CSCU)
MINUTES OF A REGULAR MEETING
THURSDAY, FEBRUARY 27, 2025 – 10:00 a.m.
CONDUCTED IN PERSON AND VIRTUALLY
LIVESTREAMED ON [https://www.youtube.com/live/ skoJK1EjK0](https://www.youtube.com/live/skoJK1EjK0)**

REGENTS – PARTICIPATING (Y = yes / N = no)	
Marty Guay, Chair	Y
Richard J. Balducci	Y
Ira Bloom	Y
Shian Earlington, Student Regent	Y
Juanita James	Y
Sophia Jappinen	Y
Richard Porth	Y
Luis Sanchez, Student Regent	Y
Ari Santiago	Y (Remote)
Erin Stewart	Y
Elease E. Wright	Y
Ted Yang	Y
*Brendan Cunningham, FAC Chair	Y (Remote)
*Colena Sesanker, FAC Vice Chair	Y(Arrived at 10:07)
*Dante Bartolomeo, Labor Commissioner	N
*Dr. Manisha Juthani, Public Health Commissioner	N
*Daniel O’Keefe, DECD Commissioner	Y(Remote) COS Steuber Joined at 10:06
*Charlene Russell-Tucker, Education Commissioner	Y
*Kelli-Marie Vallieres, Chief Workforce Officer	Y
*Charlene Casamento, OPM Undersecretary	Y
Pam Heleen – Secretary to the Board of Regents	Y
<i>*ex-officio, non-voting member</i>	

CSCU STAFF:

Terrence Cheng, CSCU Chancellor
 Jessica Paquette, Vice Chancellor for System Affairs & Chief of Staff
 Danny Aniello, Special Asst to the Chancellor, Executive Director for System Project Management
 Dr. Lloyd Blanchard, CSCU Interim Vice President for Administration and Chief Financial Officer
 Adam Joseph, Vice Chancellor of External Affairs
 Karen Buffkin, General Counsel
 Dr. Aynsley Diamond, Associate Vice President of Academic Affairs
 Dr. Tamara O’Day Stevens, Interim AVP, Enrollment Management and Student Success
 Lesley Mara, AVP, Systemwide Initiatives and Sponsored Programs
 Cameron Liston, Chief Compliance Officer
 Jen Person, Assistant Vice Chancellor for Human Resources and Labor Relations
 Dr. Manohar Singh, Interim President, Western CT State University
 Ed Klonoski, President, Charter Oak State College
 Dr. Dwayne Smith, Interim President, Southern CT State University
 Dr. Zulma Toro, President, Central CT State University
 Dr. Karim Ismaili, Incoming President, Eastern CT State University
 Dr. John Maduko, President, CT State Community College
 Tom Yelich, CT State Chief of Staff

1. **CALL TO ORDER**

Chair Guay called the meeting to order at 10:01 a.m. Following roll call, a quorum was declared.

2. **ADOPTION OF THE AGENDA**

Chair Guay announced one change to the agenda - item 11a - the discussion of Board bylaw revisions would not be taken up at this meeting as additional work needed to be done.

On a motion by Regent Yang and second from Regent Bloom, the amended agenda was adopted by unanimous voice vote.

3. **EXECUTIVE SESSION**

At 10:05 a.m. on a motion by Regent Balducci, seconded by Regent James, the Board voted unanimously to go into Executive Session for the purpose of discussing collective bargaining issues. Chancellor Cheng, Jessica Paquette, Danny Aniello, Adam Joseph, Lloyd Blanchard, Karen Buffkin, Jen Person, Chris Engler, Marilyn Albrecht, President Klonoski, and Mike Moriarty were asked to join the Regents in Executive Session. Executive Session concluded at 10:41 a.m.

4. **COLLECTIVE BARGAINING RESOLUTION**

Chair Guay stated that based on the discussions just concluded in Executive Session, *he put forward the following resolution as a motion to approve:*

Approval of Collective Bargaining Agreement between
Congress of Connecticut Community Colleges, SEIU Local 1973 and the
Board of Regents of the Connecticut State Colleges and Universities,
Charter Oak State College
February 27, 2025

RESOLVED: That the Collective Bargaining Agreement listed below is hereby approved, subject to approval by the Connecticut General Assembly in accordance with Connecticut General Statutes Section 5-278, with copy of said Collective Bargaining Agreement attached hereto and incorporated herein

- Tentative Agreement between Congress of Connecticut Community Colleges, SEIU Local 1973 and the Board of Regents for the Connecticut State Colleges and Universities, Charter Oak State College dated February 27, 2025.

And be it further

RESOLVED: That CSCU Chancellor Terrence Cheng is hereby authorized to execute said Collective Bargaining Agreement and any necessary amendments thereto on behalf of the Board of Regents for Higher Education following approval by the Connecticut General Assembly.

Regent Bloom seconded Chair Guay's motion to approve the Tentative Agreement. The motion passed by unanimous voice vote.

5. **CHANCELLOR CHENG'S REMARKS** (00:43:45)

- Chancellor Cheng's full report is included as Attachment A.

6. **BOR CHAIR GUAY REMARKS** (01:03:07)

- Chair Guay added his congratulations to Southern Connecticut State University for their R2 classification. He recognized the hard work by President Smith and the entire team.
- He noted that the Food Insecurity Report was discussed at the last Finance Committee meeting, and it will be distributed to all Regents and presented to the Academic and Student Affairs Committee in March. He stressed the need to continue to do the best job possible to support students in this area and in other.
- Chair Guay also thanked Professor Brendan Cunningham for circulating his ROI document. The Chair always appreciates the perspectives and the opportunity to engage in a broader in more meaningful discussion on topics of importance.

7. **APPROVAL OF PREVIOUS MEETING MINUTES** (02:27:00)

– **January 23, 2025 Regular Meeting Minutes**

Chair Guay announced that the Board was notified of one substantive correction. Page 6 of the minutes noting the lowest debt after graduation for Charter Oak should be \$18,000 not \$118,000. The change has been made. He called for a motion to approve the amended minutes of the January 23rd Regular Board Meeting.

On a motion by Regent Wright and seconded by Regent Bloom, the January 23, 2025 Regular Meeting minutes were unanimously approved as amended.

- **February 5, 2025 Special Board Meeting Minutes**

On a motion by Regent Bloom and seconded by Regent Yang, the February 5, 2025 Special Meeting minutes were unanimously approved.

8. **CONSENT AGENDA**

On a motion by Regent Bloom, seconded by Regent Porth, the Consent Agenda was unanimously adopted.

RESOLUTIONS APPROVED ON CONSENT

a. Academic Programs – New Programs

- RESOLVED:** That the Board of Regents for Higher Education approve the licensure of an Energy and Utility Leadership program (CIP Code: 52.0205, OHE# TBD) leading to a Bachelor of Science degree at Southern Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.
- RESOLVED:** That the Board of Regents for Higher Education approve the licensure of a Healthcare Management program (CIP Code: 51.0701, OHE# TBD) leading to a Bachelor of Science degree at Southern Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.
- RESOLVED:** That the Board of Regents for Higher Education approve the licensure of a Business Analytics program (CIP Code: 30.7102, OHE# TBD) leading to a Master of Science degree at Southern Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.
- RESOLVED:** That the Board of Regents for Higher Education approve the licensure of a Financial Risk Management program (CIP Code: 52.0810, OHE# TBD) leading to a Master of Science degree at Southern Connecticut State University; and grant its

accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

- v. **RESOLVED:** That the Board of Regents for Higher Education approve the licensure of an Artificial Intelligence program (CIP Code: 11.0102, OHE# TBD) leading to a Master of Science degree at Central Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.
- b. Academic Programs – Modifications
 - i. **RESOLVED:** That the Board of Regents for Higher Education approves the modification of the Associate of Arts in Liberal Arts and Science program at Connecticut State Community College, specifically significant modifications of courses and a change in degree title.
 - ii. **RESOLVED:** That the Board of Regents for Higher Education approves the modification of the Associate of Science in Liberal Arts and Science program at Connecticut State Community College, specifically significant modifications of courses and a change in degree title.
 - iii. **RESOLVED:** That the Board of Regents for Higher Education approves the modification of a program – specifically a name change to the Bachelor of Science in Health and Wellness at Western Connecticut State University.
 - iv. **RESOLVED:** That the Board of Regents for Higher Education approves the modification of a program – specifically a name change to the Official Certificate in Software Engineering at Central Connecticut State University.
- c. Academic Programs – Discontinuations
 - i. **RESOLVED:** That the Board of Regents for Higher Education approves the discontinuation of the following concentration in Health Science Foundations within the Bachelor of Science in Healthcare Studies at Southern Connecticut State University effective Spring 2025.
CIP Code: 51.0001 OHE #: 19485
 - ii. **RESOLVED:** That the Board of Regents for Higher Education approves the discontinuation of the following concentration in Public Utility Management within the Bachelor of Science in Business Administration effective Summer 2029.
CIP Code: 52.0205 OHE #: 018284
- d. CSU Professor Nomination

WHEREAS, The Interim President of Western Connecticut State University, Dr. Manohar Singh, has recommended that Dr. Brian Clements, Professor of Creative Writing be appointed as Connecticut State University Professor and Connecticut State Colleges and Universities Chancellor Terrence Cheng concurred; and

WHEREAS, Dr. Clements, an exceptional leader and active university community member, has served Western Connecticut State University since 2004 as the founding coordinator of the MFA in Creative and Professional Writing program, and has been deeply engaged in service to the university as the founding member of the Racial Justice Coalition, member of the University Senate, Graduate Assessment Coordinator, University Ombudsman, and Assistant Dean of Macricostas School of Arts & Sciences, and

WHEREAS, Professor Clements’ role as Director of the Kathwari Honors Program has enhanced leadership, study, and travel opportunities and experiences for students, and under his leadership, the newly established Kathwari Graduate Fellowship program secured a \$500,000 donation; therefore, be it

RESOLVED, That the title of Connecticut State University Professor is herewith awarded by the Board of Regents to Dr. Brian Clements of Western Connecticut State University effective February 27, 2025, pursuant to the BOR/AAUP Collective Bargaining Agreement; and be it further

RESOLVED, That Professor Clements be entitled to all the rights, privileges and responsibilities pertaining to this honor.

e. Governance Items

i. Creating the BOR Governance & Nominations Committee

WHEREAS, the Board of Regents desires to create a new Governance and Nominations Committee; and

WHEREAS, the working group on Governance and Nominations has proposed for adoption the Charter of the Committee on Governance and Nominations consistent with other committee charters; and

WHEREAS, in accordance with Article IV - Maintenance of Bylaws, Section 1 Amending the Bylaws; therefore, be it

RESOLVED, that the Board of Regents for Higher Education approves the Charter of the Governance & Nominations Committee to be effective upon the approval of the amendment to the Board of Regents bylaws.

ii. Adoption of Board Roles and Responsibilities

WHEREAS, Board of Regents took action to create a Governance & Nominations Standing Committee of the Board and appointed a working group to draft a charter and an operating outline for the Board; and

WHEREAS, the working group on Governance & Nominations created a document entitled "Board Roles and Responsibilities" to serve as a guidance for the Regents; and now, therefore, be it

RESOLVED, that Board of Regents hereby adopts the Board of Regents Roles and Responsibilities, outlining the expectations for service as a member of the Board and establishing standards for engaging in that service.

9. **ACADEMIC & STUDENT AFFAIRS COMMITTEE** – Committee Chair Bloom
No Report.

10. **AUDIT COMMITTEE** – Committee Chair Elase Wright (01:06:03)

- The Audit Committee met on Monday, February 24. At the meeting, new senior administrators were introduced, including:
 - Annette Pavone, System Controller
 - Cameron Liston, System Chief Compliance Officer
 - Cynthia Isales, Chief Compliance Officer at CT State Community College
- Management provided an update on three audits released by the Auditors of Public Accounts (APA) since our last meeting on May 29, 2024:
 - Executive leadership P-card spending,
 - State data center controls,
 - Banner information system updates
- Committee Chair Wright stated that the conversation centered on how we can put processes in place to monitor P-card usage and ensure that employees are following the new system-wide policy. Our discussions also focused on improved controls over P-cards (including a multi-tiered review of P-card use, transition to a new vendor, the elimination of unilateral exceptions, mandatory training for all P-card users, limits to the number of P-card users in the system, and the

creation of a policy committee that will provide oversight on training). Currently, the number of P-cards has been reduced by approximately 20%. The committee relayed to management that they would like to see continued reduction in the number of P-cards. The effective date of the new policy is April 1, 2025. Management also indicated that the CSCU's new P-card policies are more restrictive than the state's policy.

- The Committee also discussed the Board of Regents fiduciary and oversight responsibilities and reinforced the need for the Committee to receive regular updates on Audit issues consistent with its charter.
- Management also discussed the roll-out of new IT security policies, and the current state of a disaster recovery plan. Management is in the process of migrating to a new system.
- Management then discussed the FY24 financial close and audit process, focusing on the difficulty they faced in completing the financial statements. The audit report was delayed by 2 months because of the confluence of three events:
 - The consolidation of the 12 community colleges to one organization required changes to technology systems, specifically Banner financials. Key customized reports were lost in transition, resulting in staff resorting to manual input and development of new workarounds to complete their work.
 - The employee retirement benefit allocation statutory change in 2023 led to uncertainty in how to account for fringe benefit payments that carried in FY 24 and going forward.
 - The CSCU Controller left in August; so, critical expertise in a critical period necessary to address these new challenges was missing.
- The audit firm, Grant Thornton, presented the FY24 audit reports and required communications for the universities and colleges. The report included the following findings:
 - All three audit reports will have clean, unmodified opinions.
 - One adjustment was made to capitalized interest in the footnotes to the university financial statements.
 - An error was identified in the fringe benefit accruals, but it was not corrected due to its immateriality.
 - Another error was identified in the fringe postings for the universities and CT State as I noted. This error was corrected, but the materiality of this error led to concern over our internal controls.
 - A material weakness was identified in our internal controls. This weakness relates to a lack of technical accounting expertise due to the lack of a System Controller and an insufficient number of accountants with appropriate technical expertise.
- The Foundation financial statements were also completed and received unmodified, clean opinions.
- The audit firm, Whittlesey, presented the CSCU 2020 Construction audit with a clean, unmodified opinion and no other issues were identified.
- Finally, the Committee received an overview from Cynthia Isales, CT State's new Chief Compliance Officer on her new role. She reviewed areas of risk, the need to update policies, policy compliance guidance, and policies related to minors on campuses. The Committee also raised a question how ensuring compliance consistency across CSCU.
- Regent James asked if there was sufficient staff in the Accounting Department to have better controls and to avoid the Audit challenges in the future. Within CSCU, there doesn't appear to be the level of experience and expertise necessary. CFO Blanchard agreed and will put together a plan to present to the Board.

11. **FINANCE & INFRASTRUCTURE COMMITTEE** – Committee Chair Rich Balducci (01:12:20)

The Finance and Infrastructure Committee met Thursday, February 20, and voted on two action items - the draft P-Card Policy and the FY25 Mid-Year Update. The Committee also heard presentations on two informational items - the Accountability Report and the Governor's FY26-27 Biennium Budget.

- P-Card Policy

Cameron Liston, the Chief Compliance Officer, and Karen Bufkin, the General Counsel, discussed the new P-Card Policy. Regent Yang stated that he thought there is still a lot to do beyond the implementation of a new policy, specifically a massive reduction in the number of p-cards. Regent Porth concurred. Regent Porth added that as the Board takes on this fiduciary and oversight responsibility, that it can be done in such a way as the Regents are not looking over the shoulders of CSCU leadership. The policy states that compliance reports will be submitted through the CSCU Compliance Officer and when there is a need to, the results would be shared with the Board. This should serve as a model for other proactive and enforcement responsibilities of the Board. General Counsel Buffkin shared that the policy before the Regents for approval is stricter than the State's policy.

On a motion by Regent Balducci and second from Regent Wright, the P-Card Policy was adopted by unanimous voice vote.

- FY25 Mid-Year Update

CFO Blanchard presented a mid-year update on the status of our FY25 budget. Across the system, revenues are up \$37M, and expenditures are down \$3M, leading to a projected surplus that increased from \$3.9M to \$44.3M. CFO Blanchard provided a detailed update institution by institution (Attachment B). Ex Officio Regent Casamento stated that it was her understanding from the last Finance Committee meeting that the \$44.3 million surplus didn't reflect the additional students revenue from spring enrollment above what was originally budgeted; she asked if there was an update to how much higher the surplus will be. CFO Blanchard indicated that he didn't have an update yet as the census for all institutions was not in but will generate the estimate and report back to the Board within the next 30 days.

On a motion by Regent Bloom and second from Regent James, the FY25 Mid-Year Update was adopted by unanimous voice vote.

- Accountability Report

Last year, the BOR called for an Accountability Report that would show detailed progress on our revenues and expenditures three times throughout the year. The second report for FY25 shows the same information as the FY25 Mid-Year Update, so we limited our conversation to the Mid-Year update.

- Governor's FY26-27 Biennium Budget

CFO Blanchard presented a summary of the Governor's proposal for the FY26-27 Biennium Budget.

- Food Insecurity

Regents expressed interest in hearing about how much food insecurity exists on our campuses. CSCU is required to submit a biennial report to the State on this issue. Lesley Mara, Associate Vice President for Systemwide Initiatives & Sponsored Programs, gave a summary of this issue. Regent Yang stated that he believes that it is incumbent on the Board to do something to help students and perhaps use reserves to address the issue.

- Letter from David Blitz - Reserves

Dr. Blitz shared his concerns with reserves. Committee Chair Balducci shared that CSCU has approximately \$600 million in reserves. Of that amount, approximately \$360 million are restricted and cannot be used. He added that the Board and leadership needs to discuss this issue. Chancellor Cheng asked that the Board formalize this discussion through the Finance & Infrastructure Committee. He added that the way CSCU has been managing reserves right now is according to existing board policy, understandings, and benchmarks that have been in place for quite some time. The Chancellor stated that it seems clearly worth revisiting the issue at this time. Student Regent Sanchez noted that there has been neglect with communicating and getting a students' perspective about varying issues across CSCU, including food pantries and infrastructure support. Student Regent Earlington echoed these sentiments.

Ex Officio Regent Casamento shared that the \$610 million in reserves is a high water mark. The highest value reached prior to the pandemic was \$191 million. In this year alone, the unrestricted net position jumped by \$161 million. She noted that the struggle is trying to reconcile the additional funds that are being requested to support CSCU with the fact that every year since 2021 a very significant amount of money has been lapsed. In looking at the current policies, Regent Casamento shared that some of the values that are cited as being undesignated within those designated portions are designations and set asides which are a little different than having a specific obligation. She hopes that as we think about new ways to look at the reserves, we also ask how we ended up with a \$161 million contribution given some of the very desperate pleas for additional resources. Professors Cunningham and Sesanker agreed. Professor Sesanker requested an accounting of what type of restrictions are placed on the funds.

Regent Bloom expressed caution in identifying opportunities to invest reserves as CSCU doesn't know the impact of actions taken by the executive branch of the federal government.

Chair Guay made the following assignments concerning reserves:

- the Audit Committee, working with the System Office and Deputy Commissioner Casamento to understand what the covenants are on the designated funds
- the Finance Committee and Committee Chair Balducci look into what should be a prudent level of reserves
- the Academic & Student Affairs Committee to identify the gaps and opportunities for using funds, engaging the System Office and student representatives.

He requested an update from each group in 30 days before the next Board meeting.

- Information Item – Governor's Proposed FY26-FY27 State Support – Update
CFO Blanchard's update is included as Attachment C.

12. GOVERNANCE & NOMINATIONS COMMITTEE – Committee Chair Juanita James

Committee Chair James expressed appreciation to the Regents for approving on the Consent Agenda the adoption of the Board roles and responsibilities. Several conversations have taken place and based on input and comments received, the final recommendation is in the Board packet, as well as the adoption of the Governance & Nominations Committee Charter. She added that the next focus will be updating the bylaws.

13. HUMAN RESOURCES & ADMINISTRATION COMMITTEE – Committee Chair Sophia Jappinen

No report.

14. TECHNOLOGY COMMITTEE – Committee Chair Ted Yang

No report.

15. **EXECUTIVE SESSION** – At 12:03 p.m. on a motion by Regent Balducci, seconded by Regent Wright, the Board voted unanimously to go into Executive Session for the purpose of discussing collective bargaining strategies and items covered by Connecticut General Statute Section 1-210(b) - specifically personnel matters.
Executive Session concluded at 1:50 p.m.

Submitted,

Pamela Heleen
Secretary of the CT Board of Regents for Higher Education



BOARD OF REGENTS

Feb. 27, 2025

- ✓ **6.2% Spring Enrollment Increase Across System (Headcount)**
- ✓ **CAAP CSCU Applications Increase from 3,259 to 14,410; 75.4% of Eligible Students Choose CSCU**
- ✓
- ✓ **Eastern Highlights Students in Episode Premiere of 'The College Tour' on Amazon Prime**





- ✓ **AI Presidential Fellows Program at CT State**
- ✓ **Charter Oak State College and Google Partner to Launch the Connecticut Online AI Academy**



Federal Policy Concerns

- Monitoring recent federal directives from the new presidential administration, including the implications of the recent Dear Colleague Letter
- CSCU will host six virtual town halls in the coming weeks to provide faculty and staff with updates and address questions regarding federal directives

Legislative Session Updates

- Appropriations Committee Hearing occurred on 2/19/2025
- Higher Education and Employment Advancement Committee Hearing occurred on 2/20/2025



5-year Sustainability Plans

System Office Optimization

- Aligning Shared Services to better support the operational and strategic needs of CT State
- Conducting a comprehensive review of System Office functions to enhance support for all institutions
- *February 28, 2025: System Office and Presidents' Retreat to gather feedback and discuss proposals for future improvements*

Focus on Western CT State University





Thank You

CSCU





Mid-Year Update, FY25

Feb 20, 2025

- Revenues are up \$37M
- Expenditures are down \$3M
- Projected result increases from \$3.9M surplus to \$44.3M surplus

	FY25	FY25 Mid-Year	Change	
Revenue	\$ 1,219.9	\$ 1,257.3	\$ 37.4	3.1%
Student revenue	638.9	651.1	12.2	1.9%
State Support	562.3	584.7	22.4	4.0%
Other	18.7	21.5	2.8	15.0%
Expenditures	\$ 1,216.0	\$ 1,213.0	\$ (3.0)	-0.2%
Personnel	860.6	843.5	-17.1	-2.0%
Non-personnel	326.4	336.4	10	3.1%
Transfers	29.0	33.1	4.1	14.1%
Surplus/(deficit)	\$ 3.9	\$ 44.3	40.4	-

- Revenues are up \$6.2M
- Expenditures are up \$2.4M
- Projected result increases from \$6.1M surplus to \$9.9M surplus

	FY25	FY25 Mid-Year	Change	
Revenue	\$ 238.2	\$ 244.4	\$ 6.2	2.6%
Student revenue	156.5	159.2	2.7	1.7%
State Support	73.8	77.3	3.5	4.7%
Other	7.9	7.9	0.0	0.0%
Expenditures	\$ 232.1	\$ 234.5	\$ 2.4	1.0%
Personnel	147.0	146.0	-1.0	-0.7%
Non-personnel	71.8	73.5	1.7	2.4%
Transfers	13.3	15.0	1.7	12.8%
Surplus/(deficit)	\$ 6.1	\$ 9.9	3.8	-

- Revenues are up \$3.8M
- Expenditures are up \$3.8M
- No change in result; project balance budget

	FY25	FY25 Mid-Year	Change	
Revenue	<u>\$ 125.4</u>	<u>\$ 129.2</u>	<u>\$ 3.8</u>	<u>3.0%</u>
Student revenue	77.9	80.0	2.1	2.7%
State Support	43.8	45.4	1.6	3.7%
Other	3.7	3.8	0.1	2.7%
Expenditures	<u>\$ 125.4</u>	<u>\$ 129.2</u>	<u>\$ 3.8</u>	<u>3.0%</u>
Personnel	79.3	78.7	-0.6	-0.8%
Non-personnel	40.0	42.5	2.5	6.3%
Transfers	6.1	8.0	1.9	31.1%
Surplus/(deficit)	\$ -	\$ -	0	-

- Revenues are up \$2.2M
- Expenditures are up \$2.0M
- Projected result increases from balance budget to \$156K surplus

	FY25	FY25 Mid-Year	Change	
Revenue	<u>\$ 231.2</u>	<u>\$ 233.4</u>	<u>\$ 2.2</u>	<u>1.0%</u>
Student revenue	155.4	155.0	-0.4	-0.3%
State Support	73.2	76.5	3.3	4.5%
Other	2.6	1.9	-0.7	-26.9%
Expenditures	<u>\$ 231.2</u>	<u>\$ 233.2</u>	<u>\$ 2.0</u>	<u>0.9%</u>
Personnel	162.2	161.4	-0.8	-0.5%
Non-personnel	61.2	63.5	2.3	3.8%
Transfers	7.8	8.3	0.5	6.4%
Surplus/(deficit)	\$ -	\$ 0.2	0.2	-

- Revenues are up \$700K
- Expenditures are down \$1M
- Projected result increases from balanced budget to \$1.7M surplus

	FY25	FY25 Mid-Year	Change	
Revenue	\$ 127.8	\$ 128.5	\$ 0.7	0.5%
Student revenue	69.9	68.8	-1.1	-1.6%
State Support	55.1	56.7	1.6	2.9%
Other	2.8	3.0	0.2	7.1%
Expenditures	\$ 127.8	\$ 126.8	\$ (1.0)	-0.8%
Personnel	81.2	79.7	-1.5	-1.8%
Non-personnel	39.8	40.2	0.4	1.0%
Transfers	6.8	6.9	0.1	1.5%
Surplus/(deficit)	\$ -	\$ 1.7	1.7	-

- Revenues are up \$23.5M
- Expenditures are down \$9.3M
- Projected result increases from \$2.2M deficit to \$30.6M surplus

	FY25	FY25 Mid-Year	Change	
Revenue	\$ 442.8	\$ 466.3	\$ 23.5	5.3%
Student revenue	164.9	172.7	7.8	4.7%
State Support	278.5	289.5	11	3.9%
Other	-0.6	4.1	4.7	-783.3%
Expenditures	\$ 445.0	\$ 435.7	\$ (9.3)	-2.1%
Personnel	343.7	332.3	-11.4	-3.3%
Non-personnel	76.3	81.6	5.3	6.9%
Transfers	25.0	21.8	-3.2	-12.8%
Surplus/(deficit)	\$ (2.2)	\$ 30.6	32.8	-

- Revenues are flat
- Expenditures are down \$1.7M
- Projected result increases from balanced budget to \$1.7M surplus

	FY25	FY25 Mid-Year	Change	
Revenue	\$ 22.6	\$ 22.6	\$ -	0.0%
Student revenue	14.3	15.5	1.2	8.4%
State Support	6.1	6.3	0.2	3.3%
Other	2.2	0.8	-1.4	-63.6%
Expenditures	\$ 22.6	\$ 20.9	\$ (1.7)	-7.5%
Personnel	15.3	14.3	-1.0	-6.5%
Non-personnel	6.9	6.2	-0.7	-10.1%
Transfers	0.4	0.4	0	0.0%
Surplus/(deficit)	\$ -	\$ 1.7	1.7	-

- Revenues are up \$1.1M
- Expenditures are down \$800K
- Projected result increases from balanced budget to \$302K surplus

	FY25	FY25 Mid-Year	Change	
Revenue	\$ 31.9	\$ 33.0	\$ 1.1	3.4%
Student revenue	0	0.0	0	-
State Support	31.9	33.0	1.1	3.4%
Other	0	0	0	-
Expenditures	\$ 31.9	\$ 32.7	\$ 0.8	2.5%
Personnel	31.9	31.0	-0.9	-2.8%
Non-personnel	30.5	28.8	-1.7	-5.6%
Transfers	(30.5)	(27.1)	3.4	-11.1%
Surplus/(deficit)	\$ -	\$ 0.3	0.3	-



Governor's Proposed FY26-FY27 State Support

Attachment C

- We appreciate the block grant increases, but the loss of \$156M in temporary support requires a strong mitigation strategy and extra State Support.
- **Our strategy is to mitigate \$95M in each year of the biennium.**

Fiscal Year	Item	CSUs	CT State	Charter Oak	Other, One-time Funds	Total CSCU
FY25	Block grants (PA 24-81)	\$ 178.6	\$ 217.5	\$ 3.182	\$ 12.4	\$ 411.7
	RSA	\$ 6.4	\$ 7.8	\$.114	\$.02	\$ 14.4
	OPM Holdback	\$ (2.0)	\$ (2.35)	\$ (0.04)	\$ -	\$ (4.4)
	One-time funds (PACT, ARPA, CF)	\$ -	\$ -	\$ -	\$ 184.8	\$ 184.8
	Final FY25 State Funds Received	\$ 183.1	\$ 223.0	\$ 3.3	\$ 197.2	\$ 606.5
FY26	Governor's proposal	\$ 192.7	\$ 234.7	\$ 3.4	\$ 40.8	\$ 471.6
FY27	Governor's proposal	\$ 198.7	\$ 242.0	\$ 3.5	\$ 40.8	\$ 485.1
Change	FY26 vs FY25	\$ 9.6	\$ 11.7	\$ 0.1	\$ (156.4)	\$ (134.8)
	FY27 vs FY25	\$ 15.6	\$ 33 19.0	\$ 0.2	\$ (156.4)	\$ (121.4)



Revised Projected FY26-FY27 Deficits

- However, OPM adjustments are not enough to cover post-mitigation deficits, inflationary cost increases, and restorations of Handley/PACT and O'Neill Chair.
- **Revised deficits are projected to be \$37.4M (FY26) and \$52.9M (FY27).**

FY26 (in \$ millions)	CSUs	CT State	Charter Oak	One-time/SO	Total CSCU
Projected deficit after mitigation	\$ (27.0)	\$ (3.2)	\$ -		\$ (30.2)
OPM Adjustments	\$ 13.8	\$ 16.3	\$ 0.3	\$ 1.2	\$ 31.6
Expected inflationary increases	\$ (17.9)	\$ (13.1)	\$ (0.6)	\$ (1.2)	\$ (32.8)
Restoration of Handley/PACT expansion			\$ -	\$ (5.7)	\$ (5.7)
Restoration of O'Neill Chair	\$ -		\$ -	\$ (0.3)	\$ (0.3)
Revised projected deficit after inflationary costs & restorations	\$ (31.1)	\$ 0.0	\$ (0.3)	\$ (6.0)	\$ (37.4)
FY27 (in \$ millions)	CSUs	CT State	Charter Oak	One-time/SO	Total CSCU
Projected deficit after mitigation	\$ (25.8)	\$ -	\$ 0.2	\$ -	\$ (25.6)
OPM Adjustments	\$ 19.4	\$ 22.7	\$ 0.4	\$ 2.5	\$ 45.0
Expected inflationary increases	\$ (35.9)	\$ (26.6)	\$ (1.2)	\$ (2.5)	\$ (66.3)
Restoration of Handley/PACT expansion			\$ -	\$ (5.7)	\$ (5.7)
Restoration of O'Neill Chair	\$ -		\$ -	\$ (0.3)	\$ (0.3)
Revised projected deficit after inflationary costs & restorations	\$ ³⁴ (42.3)	\$ (3.9)	\$ (0.7)	\$ (6.0)	\$ (52.9)

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION RESOLUTION

Concerning

Approval of Nominations for Honorary Degrees

March 27, 2025

RESOLVED: That the Board of Regents for Higher Education approve the nominees for an honorary degree, as presented below, according to the guidelines in the Board policies presently in effect granting honorary degrees to honor a person for unusual and exemplary accomplishments and to advance work and reputation of the Connecticut State Colleges and Universities.

Honorary Degree Nominations for 2025 Commencements

Institution	Nominee
CT State Community College – Asnuntuck	Joyce Keating
CT State Community College – Middlesex	Barbara McClane
CT State Community College – Northwestern	JoAnn Ryan
Charter Oak State College	Merrill Gay
Eastern Connecticut State University	Mary K. Grant

A True Copy:

Pamela Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Approval of Nominations for Honorary Degrees.

BACKGROUND

Honorary Degrees are conferred by the Chair of the Board of Regents or their designated Regent at commencements. Identification of recipients is under the supervision of the institution presidents and campus CEOs, with the recommendation of the CSCU Chancellor and approval of the Academic and Student Affairs Committee and the Board of Regents.

The university or college shall forward the name of a potential recipient with an explanation as to why the individual merits the honor, including a thorough discussion of the potential recipient's background and an assessment of the benefits and any possible concerns.

RATIONALE

The granting of honorary degrees to individuals who have made a significant contribution to society or to a university or college is a common practice in higher education. In the Connecticut State Colleges and Universities, the purpose of granting honorary degrees is to honor a person and to advance the work and reputation of the institution.

RECOMMENDATION

The Academic and Student Affairs Committee recommends moving these forward to the Board of Regents for approval. Nominations and accompanying documents for conferral of an honorary degree from the CSCU institutions are attached.

03/7/2025 – BOR Academic & Student Affairs Committee

03/27/2025 – Board of Regents

Office of the Campus CEO

February 4, 2025

Members of the Connecticut Board of Regents,

On behalf of the Connecticut State Community College Asnuntuck Campus, I am honored to submit this nomination for Ms. Joyce Keating of Somers, Connecticut, to receive an Honorary Degree of Associate of Arts. This recognition is for her outstanding commitment to community service and contributions to higher education in our state.

Ms. Keating has made significant contributions to our community, inspiring individuals and businesses to invest in both local initiatives and higher education. As a young businesswoman in the 1980s, she was the first woman inducted into the Enfield Rotary Club in 1987 and has been a dedicated member ever since. Ms. Keating has actively supported the Rotary Foundation and its global humanitarian projects. Throughout her time as a Rotarian, she has held various leadership positions, including club officer, Community Service Director, and Social Chairperson, while maintaining perfect attendance. In 2013, she was honored with the prestigious Paul Harris Fellow Award. Joyce states, "I made a commitment when I joined that I would get involved. I believe in the Rotary motto of 'service above self,'" she said.

Her devotion to community service extends well beyond her work with the Rotary. Joyce has served on the Board of Directors for the North Central Connecticut Chamber of Commerce, the Asnuntuck Community College Foundation Board, and the Advisory Board for the Little Sisters of the Poor. She was recently appointed as a Board Director for Trinity Health's Johnson Memorial Hospital. Additionally, after taking courses at Asnuntuck, Joyce successfully established and owns Keating Real Estate and has served as Chair of the North Central Connecticut Board of Realtors. She was an entrepreneur while raising two young children as a single mother. She is very supportive of female entrepreneurs and was also crowned Ms. Connecticut Senior America in 2007.

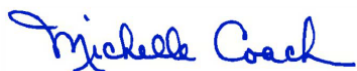
Joyce is also a strong advocate for providing leadership opportunities and scholarship support to students. "I think everyone deserves the opportunity to earn an education, and whether it's helping with their tuition, books, or other needs, I want to help them succeed." Over the years, she has established scholarship funds through the Rotary and Asnuntuck Foundation, supporting dozens of students in their educational pursuits.

In addition, Ms. Keating has played an active role in civic-minded projects both locally and worldwide. Her initiatives include establishing a \$350,000 handicapped-accessible playground at the Enfield Public Library, raising funds for the Polio Plus program to eradicate polio globally, and supporting the construction of a gazebo at the Enfield Senior Center.

Carolyn McCaffrey, Chair of the Asnuntuck Foundation stated, *“Joyce is truly an inspiration to all individuals in our community, especially female entrepreneurs. I have known Joyce for decades. When I opened my law firm in Enfield, Connecticut in 2011, Joyce took the time to introduce me to various business owners and community leaders in the area. She encouraged me to become an active member in the community by joining the Asnuntuck Foundation, North Central Chamber of Commerce and Enfield Rotary Club. Joyce is an exceptional role model. Her generosity and commitment to the community, especially higher education, is immeasurable.”*

In recognition of Ms. Keating's impressive dedication to community service and her unwavering commitment to higher education, I proudly support her nomination for an Honorary Degree from CT State Community College Asnuntuck.

Best wishes,



Dr. Michelle Coach

She, her, hers

Campus CEO

CT State Community College Asnuntuck

860-253-3002

January 30, 2025

Terrence Cheng, Chancellor
Connecticut State Colleges & Universities
61 Woodland Street
Hartford, CT 06105

Dear Chancellor Cheng,

As part of the Connecticut Colleges and University (CSCU) system, this letter nominates Barbara McClane for an Associate of Science Degree. Although Ms. McClane attended CT State Middlesex for brief periods in the past, her commitment to the community, and to CT State Middlesex, makes her worthy of this nomination. Ms. McClane is deserving of an honorary degree due to her service to helping others overcome addiction, her dedication to positively overcoming trauma, and her commitment to diversity.

Ms. McClane's life was not a conventional one. She was abandoned by her birth mother, she lived in the New York foster care system, and she was eventually adopted. Her book, *Blessed, Not Bitter: The Barbara McClane Journey* (2002) is a memoir of Ms. McClane's life that delves into her hardships, from birth, to substance abuse, and the celebration of the life she lives now. The book details the rollercoaster of addiction and abuse from which Narcotics Anonymous and religion saved Ms. McClane. The Centers for Disease Control report that 40.3 million Americans suffer from Substance Abuse Disorder (SUD) in 2020. Addiction is a prevalent and common disease among Americans, including Connecticut communities. Ms. McClane found her calling to help others overcome this disease and worked as a Mental Health Assistant at the Connecticut Department of Mental Health and Addiction Services for 17 years. In addition, Ms. McClane has earned her certification as a Recovery Support Specialist in 2023. These roles allow Ms. McClane to serve so many throughout the state of Connecticut. Post-retirement, Ms. McClane still reaches out to help individuals recover and live a sober life as she serves as the President of Connecticut Community for Addiction Recovery (CCAR). In her work in helping others live a life of sobriety, Ms. McClane's outreach touches so many in the CT State Middlesex community and the CSCU community in general.

Diversity is what makes communities thrive and survive, this is true for CT State Community College. As an African American and Queer woman herself, Ms. McClane's work with diversity pulls together two additional endeavors: her work as a professional photographer for Barkel McClane Photography (Bristol, CT) and I Am Woman2, a 501c3 that aims to creatively impact, capture, and connect women through positive images and empowering messaging. Since 2019, I Am Woman2 has celebrated 31 women, nominated by their communities, and shared their images (photographed by McClane) and stories to build a living women's history celebration. The positivity that Ms. McClane brings to her

photography fuels not only the images, but the celebration of women all throughout Connecticut. Such positivity also helps Ms. McClane connect with and rescue people she meets every day. At CT State Middlesex, Ms. McClane is always willing to visit and work with students. In Spring 2024, she led two Courageous Conversations to connect with the CT State Middlesex campus community. During each conversation, McClane connected with every person in attendance. McClane's first appearance was integral to helping the Middlesex campus community celebrate Black History Month by honoring and celebrating Black leaders, particularly Black women leaders, alive and leading today. The second conversation occurred by popular request – and after word of the first spread, the audience for the second conversation doubled – thus showing the relevance and importance of Barbara McClane's message.

After Spring 2024, Barbara McClane remains connected with CT State Middlesex. In fact, she worked with Wesleyan University students who filmed a documentary of McClane's life – much of it at CT State Middlesex, a community close to McClane's heart as it is *her* college. That film will be shared with the Middlesex Campus during Spring 2025 and Ms. McClane will undoubtedly continue to make campus visits and presentations, either with CT State Middlesex SPEAK (Students Promoting Equality, Acceptance, and Knowledge), Middlesex's LGBTIQ+ student club, with Courageous Conversations, or with other groups and programs that need McClane's leadership. In this way, Barbara McClane is an advocate for CT State Middlesex and for all students who find comfort in her message to celebrate their truths, their lives, and overcoming obstacles to succeed in the future.

Ms. McClane's tireless work and positivity is one that celebrates resilience, perseverance, and humanity. An honorary degree from CT State Middlesex will honor the work of a person who embodies the characteristics of the community.

Thank you for your time and consideration.

Sincerely,



Kimberly A. Hogan
Chief Executive Officer

cc: Kaylah Davis, Administrative Assistant

Nomination of
JoAnn Ryan

For the honorary degree
Associates of Arts Honoris Causa
from
CT State Community College

by Michael Rooke, Ph.D. President
CT State Community College Northwestern

Background

JoAnn Ryan has served the citizens of Connecticut for many decades through her tireless dedication to serving students and the community at large. JoAnn joined the Board of Regents in 2017 and served as both vice-chair and subsequently chair of the board from 2022 to 2024. A proud supporter of the Northwestern campus and her home region of the northwest corner of the State, JoAnn has served the region as president and CEO of the Northwest Connecticut Chamber of Commerce for twenty-three years. She also serves on multiple boards, including the Northwest Regional Workforce Investment Board and the United Way, as well as a longtime Rotarian with the local chapter.

The Northwest Connecticut Chamber of Commerce, under JoAnn's leadership, has an amazing array of programs that help foster this work, including the annual WOW forum advocating women in leadership, a Leadership Northwest program for aspiring leaders in the business community, a young entrepreneurs program, financial literacy for K-12 students, Government Relations involving frequent events with the regional legislative delegation, a manufacturing council and a Health council, etc. JoAnn also serves on the board the CT State Northwestern Entrepreneurial Center and works closely with SCORE to support local entrepreneurs.

Throughout her career, and public service, JoAnn has always championed community college students, advocating for them through her work and encouraging and mentoring students from all walks of life to obtain an education, start a career, and stay in Connecticut to help support the local economy. JoAnn has often shared that one of her proudest achievements was mentoring two CT State Northwestern students who served as student regents on the Board of Regents for Higher Education in 2023 and 2024 under her leadership. Both of these students have since successfully gone on to Central Connecticut

State University and Stanford University.

Recommendation

It is with great appreciation to JoAnn for her steadfast decades long dedication to the people of Connecticut, and especially the community colleges of Connecticut, that I recommend JoAnn Ryan for the honorary degree of Associates of Arts honoris causa to be awarded at the CT State Northwestern Community College Commencement on Thursday, May 22, 2025, 6 p.m. at the Warner Theatre in Torrington.

January 28, 2025

President Terrence Cheng
CSCU
61 Woodland Street
Hartford, CT 06105

Dear Chancellor Cheng,

I write to submit a nominee for the 2025 Honorary Doctor of Humane Letters at Charter Oak State College. The Selection Committee for this year's Honorary Doctorate committee was the Charter Oak State College Executive Leadership Team.

The Committee has decided to offer our honorary doctorate to **Merrill Gay**.

Mr. Gay has been the **Executive Director of the Connecticut Early Childhood Alliance (CECA)** since 2013. The Alliance works with organizations across the state to improve outcomes for young children in the areas of learning, health, and economic security. As Executive Director, Merrill supports a coalition of over 100 organizations in advocating for young children. His responsibilities include research, grant writing, member services, media relations, and lobbying. As an example of his work, he successfully led lobbying efforts in 2022 to add \$183 million to the State Budget for Early Care and Education. In 2017, he developed a messaging campaign and organized early childhood providers to win funding to reopen the Care4Kids ChildCare Subsidy Program.

Further, Merrill leads the advocacy work of the alliance to support Connecticut families. He has engaged in coalition building through the Childcare for CT's Future Campaign, the Child Tax Credit Campaign, and the Campaign to end child poverty. In addition to this, Mr. Gay co-hosts a weekly webinar series with a dedicated audience of several hundred childcare providers. These calls allow for the sharing of information, but also nurture connections, among childcare providers.

From 2003-2013, Merrill served as the **Executive Director of the New Britain Early Childhood Collaborative**, a community initiative focused on improving outcomes for young children. His degree in community economic development and his experience enabled him to write and lead efforts to implement the 'Blueprint for New Britain's Young Children.' He played a key role in providing outreach to Family Childcare Providers, helping them develop skills to improve literacy in young children. He also supervised staff and consultants who offered parent leadership training and outreach within the community.

More recently, Merrill Gay served as an external advisory committee member on the 'Connecticut Blue Ribbon Panel on Childcare'. In this role he provided critical review and feedback on emerging plans and recommendations developed by the panel's workgroup. His contributions were informed by his experience and expertise in early childhood education, helping to shape a strategic plan aimed

at improving access, affordability, and quality early childhood care and education for children in Connecticut.

Our students are beneficiaries of the \$183 million his efforts helped add to the State Budget for Early Care and Education. This partnership exemplifies how higher education and industry must collaborate to produce the next generation workforce. Merrill not only understood that his organization needed to find the funding for the programs that produced the workforce children needed, but he also understood that he had a responsibility to help create those programs.

Our work as an education provider depends on the work of community organizers like Merrill Gay in order to maximize our impact. Alone, we cannot influence state government, but in partnership with organization like CECA and OWC, we can, and we have.

Some additional elements of Merrill's background include:

Elected Office

Member New Britain Board of Education 2014 to 2023

President 2019-2021, Vice President 2021 to 2023

Professional and Civic Organizations

Parent Plaintiff and Treasurer CT Coalition for Justice in Education Funding, a statewide group of parents, town governments and boards of education that took a case to the state supreme court in an effort to change the way education is funded.

Member New Britain Head Start Policy Council 2004-2007

Appointed Government Advisory Committees

Member - CT General Assembly's Early Care and Education Workforce Taskforce 2022

Member - CT 2 Gen Advisory committee (created by the state legislation)

Member - Governor Lamont's Transition team (Chaired Early Care & Education subcommittee)

Member - CT General Assembly's CT Low Wage Employer Advisory Board 2016 - 2018

The Charter Oak Honorary Doctorate Committee recommends, after reviewing **Merrill Gay's** accomplishments, leadership, commitment to higher education, that he receives the 2025 Doctor of Humane Letters honorary degree from Charter Oak State College at our June 12, 2025 graduation.

Sincerely yours,



Ed Klonoski, President
Charter Oak State College

Enc: Gay resume



EASTERN CONNECTICUT STATE UNIVERSITY

OFFICE OF THE PRESIDENT

Karim Ismaili, Ph.D.

February 7, 2025

Chancellor Terrence Cheng
Connecticut State Colleges and Universities
Board of Regents for Higher Education
61 Woodland Street
Hartford, CT 06105

Dear Chancellor Cheng,

Eastern Connecticut State University is honored to recommend Dr. Mary K. Grant for the conferral of an honorary doctorate at our Undergraduate Commencement Ceremony on May 20, 2025.

Dr. Grant is a distinguished leader in public higher education. Since July 2021, she has served as President of the Massachusetts College of Art and Design (MassArt). In this role, she has been instrumental in elevating the institution's profile, fostering community partnerships, and championing access, diversity, equity, and inclusion in higher education.

Prior to her tenure at MassArt, Dr. Grant served as President of the Massachusetts College of Liberal Arts (MCLA) from 2002 to 2014. In this role, she significantly enhanced the institution's reputation and strengthened its ties with the City of North Adams. She led initiatives such as the establishment of MCLA Gallery 51, a collaboration with MASS MoCA and local community leaders that serves as a creative hub and incubator of innovation.

Dr. Grant's extensive career also includes serving as Chancellor of the University of North Carolina at Asheville, where she led the development of the STEAM Studio, a state-of-the-art maker space providing hands-on experiences for aspiring makers, engineers, and entrepreneurs. Additionally, she has held leadership positions at the Edward M. Kennedy Institute for the United States Senate and Bridgewater State University, focusing on civic engagement, social justice, and public service.

Throughout her career, Dr. Grant has been a tireless advocate for the transformative power of education, the arts, and community engagement. Her leadership and dedication to public service embody Eastern Connecticut State University's values, making her an exemplary candidate for this prestigious recognition.

Eastern seeks approval from the Board of Regents to award Dr. Mary K. Grant an Honorary Doctorate of Humane Letters at our 2025 Commencement Ceremony.

Sincerely,

Karim Ismaili, Ph.D.

President

Eastern Connecticut State University

c: Aynsley Diamond, Vice President for Academic Affairs, CSCU

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Approval of a New Program

March 27, 2025

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a User Research (UX) and User Interface (UI) program (CIP Code: 11.0105, OHE # TBD) leading to a Master of Science degree at Southern Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

A True Copy:

Pamela A. Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Establishment of a new program, User Research (UX) and User Interface (UI), leading to a Master of Science at Southern Connecticut State University.

Name of Institution	Southern Connecticut State University	
Name of Program	User Research (UX) and User Interface (UI)	
CIP Code	11.0105	
OHE# (Leave blank for new programs)	TBD	
Degree Level	Master of Science	
Number of Collegiate Credits	30	
Date of Action (Anticipated)	03/27/2025	
Nature of Request	<input checked="" type="checkbox"/> Licensure and Accreditation <input type="checkbox"/> Program Change <input type="checkbox"/> Phase-out Program <input type="checkbox"/> Terminate Program	
If Name Change, New Name		
Delivery	Current (If not a new program) <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online	Future <input type="checkbox"/> On Ground <input checked="" type="checkbox"/> Hybrid (50+%) <input type="checkbox"/> Online
Effective Term	Fall 2025	
If a Discontinuation, date of Termination	N/A	
If a Suspension, dates of Suspension	N/A	

BACKGROUND AND PROGRAM OVERVIEW

The User Research (UX) and User Interface (UI) program is designed to provide students with the advanced knowledge and skills needed in the evolving UX and UI design industry. The curriculum is designed to meet both educational and career objectives, providing comprehensive training in user research, interaction design, and user interface development. The program addresses a gap in the market, as most offerings focus on broad design principles or digital marketing, this program focuses on the intersection of user research and interface design.

Industry trends and feedback from stakeholders indicate an interest in hiring proficient UX/UI professionals. Graduates in this field will be in high demand, as companies comprehend the importance of user-centered design in enhancing customer satisfaction and business performance. By blending user research, design expertise, and practical experience, this program produces graduates that are well-prepared to pursue creative and leadership roles in this rapidly growing and lucrative field.

ADDRESSING NEEDS

This program is designed to meet the growing demand for skilled professionals in Connecticut's expanding tech and digital sectors. As these industries continue to evolve, there is an increased need for skilled professionals who can design user-friendly, accessible, and intuitive platforms. In Connecticut, the average salary for entry-level UX/UI designers is around \$97,500 annually, with experienced professionals earning up to \$160,000 per year. According to the U.S. Bureau of Labor Statistics, employment in fields like web development and digital design (including UX design) is projected to grow by 23% from 2021 to 2031, which is significantly higher than the national average across all occupations. Other in-demand positions in this field include Product Designer, with an average salary of \$107,989, and Usability Analyst, with an average salary of \$74,680.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

03/07/2025 – BOR - Academic and Student Affairs Committee

03/27/2025 – Board of Regents

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Approval of a New Program

March 27, 2025

RESOLVED: That the Board of Regents for Higher Education approve the licensure of a program in Archaeology and Cultural Resource Management (CIP Code: 30.1202, OHE# TBD) leading to a Master of Science at Southern Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

A True Copy:

Pamela A. Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Establishment of a new program, Archaeology and Cultural Resource Management, leading to a Master of Science at Southern Connecticut State University.

Name of Institution	Southern Connecticut State University	
Name of Program	Archaeology and Cultural Resource Management	
CIP Code	30.1202	
OHE# (Leave blank for new programs)		
Degree Level	Master of Science	
Number of Collegiate Credits	36	
Date of Action (Anticipated)	03/27/2025	
Nature of Request	<input checked="" type="checkbox"/> Licensure and Accreditation <input type="checkbox"/> Program Change <input type="checkbox"/> Phase-out Program <input type="checkbox"/> Terminate Program	
If Name Change, New Name		
Delivery	Current (If not a new program) <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online	Future <input checked="" type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online
Effective Term	Fall 2025	
If a Discontinuation, date of Termination	N/A	
If a Suspension, dates of Suspension	N/A	

JUSTIFICATION/BACKGROUND

The MS in Archaeology and Cultural Resource Management aligns with the Board's three pillars of Student Success – Accessibility, Completion, and Talent:

- Supporting and opening pathways to success for students traditionally barred from high paying jobs in the field of Cultural Resource Management (CRM);
- Providing an adequate labor force to preserve Connecticut's cultural and historical heritage;
- Strengthening Connecticut's economy by ensuring the growing number of jobs in the field of archaeology go to Connecticut residents and providing the labor necessary for local CRM businesses to grow
- Providing an affordable, local option for graduate education in the field of archaeology;
- Building cohesive pathways from the other CSUs, Charter Oak State College and CT State Community College.

The field of Cultural Resource Management (CRM) is rapidly expanding due to increased infrastructure spending from national, state, and municipal governments. In addition, large numbers of CRM archaeologists are reaching the age of retirement leaving CRM firms, state and federal agencies, and municipal governments to struggle to meet labor demands (while industry analyses find that demand will only increase over the next decade). These labor shortages will have compounding impacts on the state economy by delaying and disrupting construction projects and climate initiatives. A recent graduate with a master's degree in archaeology and the skills taught in this proposed program can expect to earn between \$80,000 and \$140,000 annually.

Southern has already built partnerships with private and public employers in the state, many of whom have requested this program to help train their current workers. Marketing will be targeting towards state undergraduate programs in anthropology and archaeology. The regional uniqueness of this program means it will not directly compete with any existing university graduate program and faculty at other universities have expressed support and said they would advertise to graduating students. In addition, SCSU will market at state archaeology events, history museums, undergraduate field schools, and through the Connecticut State Historic Preservation Office and Office of State Archaeology. They will also seek funds to advertise in relevant print media, local newspapers, history periodicals, and at archaeology academic conferences likely to be attended by industry professionals.

This program can be launched using currently available resources. In the middle- and long-term, Southern will seek to secure additional funding to expand the program.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this modification. CSCU Academic and Student Affairs concurs with this recommendation.

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

Concerning

Approval of a New Program

March 27, 2025

RESOLVED: That the Board of Regents for Higher Education approve the licensure of an Cybersecurity program (CIP Code: 11.1003, OHE #TBD) leading to a Master of Science at Central Connecticut State University; and grant its accreditation for a period of seven semesters beginning with its initiation, such initiation to be determined in compliance with BOR guidelines for new programs approved on or after April 3, 2020.

A True Copy:

Pamela A. Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Establishment of a new program in Cybersecurity leading to a Master of Science degree at Central Connecticut State University.

Name of Institution	Central Connecticut State University	
Name of Program	Cybersecurity	
CIP Code	11.1003	
OHE # (Leave blank for new programs)	TBD	
Degree Level	Master of Science	
Number of Collegiate Credits	33	
Date of Action (Anticipated)	03/27/2025	
Nature of Request	<input checked="" type="checkbox"/> Licensure and Accreditation <input type="checkbox"/> Program Change <input type="checkbox"/> Phase-out Program <input type="checkbox"/> Terminate Program	
If Name Change, New Name		
Delivery	Current (If not a new program) <input type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online	Future <input checked="" type="checkbox"/> On Ground <input type="checkbox"/> Hybrid <input type="checkbox"/> Online
Effective Term	Fall 2025	
If a Discontinuation, date of Termination	N/A	
If a Suspension, dates of Suspension	N/A	

BACKGROUND AND PROGRAM OVERVIEW

The Cybersecurity program is designed to equip students with the knowledge and skills needed in the field of cybersecurity and is tailored to meet industry demands and trends. This interdisciplinary program ensures that graduates are well-versed in foundational principles and can address evolving cybersecurity challenges. The curriculum leverages existing resources and expertise to strengthen related fields such as Computer Science while remaining unique through the capstone project that allows students to apply their learning to real-world cybersecurity problems.

The program is accessible to both individuals with a background in computer science and those from unrelated fields. For working professionals, this is a flexible option for individuals to gain necessary skills in the field without disruption to their careers. With a strong emphasis on hands-on experience, research, and industry partnerships, this program positions students for successful careers in the field and ensures that they are well-prepared to meet the evolving demands of the cybersecurity landscape.

ADDRESSING NEEDS

The field of cybersecurity is experiencing significant growth, with the expectation to expand rapidly. This surge is attributed to factors such as increasing cyber threats, phishing attacks, data breaches, and a growing reliance on cloud computing. Globally and within the U.S., the industry is expected to see higher-than-average growth rates through 2033. In Connecticut, recruiter websites list between 90 and 200 cybersecurity job openings, including roles like Business Information Security Officer, Cybersecurity Specialist, and more. The median salary in this field is \$132,430, with potential earnings reaching up to \$190,000.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this modification. The System's Provost and Senior Vice President for Academic and Student Affairs concurs with this recommendation.

03/07/2025 – BOR - Academic and Student Affairs Committee

03/27/2025 – Board of Regents

Board of Regents

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION Concerning

Tenure – Effective January 2025

March 27, 2025

RESOLVED: That the Board of Regents for Higher Education approve the 2025 tenure recommended by the President of Central Connecticut State University.

A True Copy:

Pamela A. Heleen, Secretary of the
CT Board of Regents for Higher Education

ITEM

Approval of the tenure recommended by the President of the Central Connecticut State University, effective January 1st, 2025.

BACKGROUND

In accordance with the CSU-AAUP Collective Bargaining Agreement, the Board of Regents awards promotion and tenure to faculty at the four institutions of the Connecticut State University. The contract prescribes a thorough, multi-level review process at the institutions. Recommendations forwarded to the Board have been approved by the respective university president and provost. The Board of Regents acts upon the Presidents' recommendations. The letter of recommendation is attached.

RECOMMENDATION

Following its review and deliberative process, it is the recommendation of the Academic & Student Affairs Committee that the Board of Regents approve this action. CSCU Academic and Student Affairs concurs with this recommendation.

03/07/2025 – BOR - Academic and Student Affairs Committee

03/27/2025 – Board of Regents