

Section D

Element No. 4

**ASSIGNMENT OF
RESPONSIBILITY &
MONITORING**

Sec. 46a-68-81

Assignment of Responsibility and Monitoring

Under Section 46a-68-81(a) of the Affirmative Action Regulations of Connecticut State Agencies, the Connecticut State Colleges and Universities (CSCU) has appointed the President of Western Connecticut State University as the appointing authority and has assumed ultimate responsibility for developing, implementing and monitoring the University's Affirmative Action Plan ("Plan"). The President has also assumed accountability for the success and/or failure of the Plan.

(b) Subject to the provisions of Chapters 67 and 68 of the Connecticut General Statutes, the appointing authority may assign to any employee such duties and responsibilities necessary for the development and implementation of the Plan. In keeping with the aforementioned, the President appointed, during the reporting period, an Interim Chief Diversity Officer until the recruitment was concluded for the newly appointed Chief Diversity Officer, effective July 7, 2017. The Chief Diversity Officer has various duties and responsibilities necessary for the development, implementation and monitoring of the Plan. The Chief Diversity Officer, reports directly to the President, and has been designated by the President as the President's designee to serve as the University's full time advisor to the President on affirmative action, discrimination, equal employment opportunity, cultural diversity, sexual awareness and prevention action (under Title IX) and other related matters. To acquaint employees as well as executives (and Presidential Cabinet members) with their specific responsibilities under the Plan, the Chief Diversity Officer shall schedule regular meetings that emphasize:

1. Human relations and intergroup relations;
2. Non-discriminatory employment practices;
3. The legal authority for affirmative action and equal employment opportunity and the appointing authority's commitment to affirmative action;
4. The review of the affirmative action plan; and
5. Identification of obstacles in meeting the goals of the Plan.

(c) The President has committed to the employment of a full-time Chief Diversity Officer, and as the Presidential designee, has full resources of the University to carry out its affirmative action mission. The Chief Diversity Officer reports directly to the President on all matters concerning the Plan and other related matters, and has full access to all records and personnel necessary for the effective performance of duties. The President has also provided the necessary authority to the Chief Diversity Officer to carry out effective affirmative action, cultural diversity, sexual awareness and prevention action (under Title IX) and other related programs and initiatives. In addition, the Chief Human Resources Officer has been assigned, by the President, to ensure that personnel functions of the University are compatible with the University's affirmative action mission, and to actively assist the Chief Diversity Officer in all areas, as necessary, in the discharging of the said duties. The President is readily accessible, formally and informally, to meet with the Chief Diversity Officer, as the need may arise. An open-door practice is in place.

In addition to meeting on an "as needed" basis, the President and the Chief Diversity Officer and the Executive Cabinet meet on the third Thursday of each month, to discuss affirmative action issues. The Chief Diversity Officer shall, at a minimum:

1. To develop, maintain and monitor the University's Affirmative Action Plan ("Plan") and to take corrective steps regarding the development and execution of programs, practices, goals and timetables, should an evaluation disclose that the Plan is not progressing as anticipated, or is not in accordance with the Affirmative Action Regulations by State Government, enforced by the Commission on Human Rights and Opportunities;
2. Initiate and maintain contact with recruiting sources and organizations serving members of protected classes;
3. Inform the agency of developments in affirmative action law; and
4. Mitigate any discriminatory conduct and investigate discrimination complaints.

The Chief Diversity Officer is responsible for the development, administration, maintenance, and monitoring of the Plan, and is actively involved in the campus hiring process including: advertising to fill position vacancies; initiating and maintaining contact with recruiting sources, the community or other organizations serving members of protected classes; promoting the concept of affirmative action, equal employment opportunity, disability awareness and multiculturalism in the various University programs, initiatives and services; informing the University community of the availability of resources and services; investigating employment complaints; attempting to secure informal resolutions for discrimination complaints; providing consultation in the capacity of the Americans with Disabilities Act and Title IX Coordinator for the University as well as a full-time advisor to the President. The Chief Diversity Officer performs other responsibilities and duties, as required and necessary. The President ensures that the necessary resources for the performance of duties is available. The direct reporting of the Chief Diversity Officer to the President is, and shall remain, a constant.

- (d) In accordance with the Affirmative Action Regulations, the feasibility of an employee advisory committee was considered. No committee was designated as an employee advisory committee. However, there are several committees that address specific concerns of employees at the University and address issues of diversity. The Minority Mentoring and Recruitment Committee for administrative faculty and the Minority Mentoring and Retention Committee for instructional faculty are charged with promoting diversity and support minority hiring and retention and professional development, as specified in their collective bargaining agreements. The Chief Diversity Officer is a member of the President's Cabinet, the senior leadership team and Advisors to the President. The feasibility of establishing a dedicated employee advisory committee has been officially established as of *January 16, 2018*.

To this end, as a (completed) program goal, the University has finalized the development and implementation of a University's Diversity Council to serve as an employee advisory committee with representation from across the University and guided direction from the Chief Diversity Officer, to create a long-range University Diversity Action Plan and to offer annual recommendations and reports to the President.

University Diversity Committee Active Service as of April 1, 2018				
Name	Position	Position Classification	Gender/ Ethnicity	Time Commitment
Mrs. Jesenia Minier Delgado	Chief Diversity Officer	Management/ Confidential	H/F	30%
Paul Steinmach	Director, University and Community Relations	Management/ Confidential	W/M	10%
Dr. Ethan Balk	Assistant Professor Health Promotion and Exercise Sciences	AAUP	W/M	10%
Dr. Truman Keys	Associate Professor Communications and Media Arts	AAUP	B/M	10%
Dr. Lorraine Moya Salas	Associate Professor Social Work	AAUP	H/F	10%
Robert Pote	Professor, English	SUOAF	W/M	10%
Michael Ercoli	Quality Craft Worker	NP-3	W/M	

(e) The Chief Diversity Officer maintains a list of the following groups, which include:

Minority Mentoring and Recruitment Committee Active Service as of April 1, 2018				
Name	Position	Position Classification	Gender/ Ethnicity	Time Commitment
Mrs. Jesenia Minier Delgado	Chief Diversity Officer	Management/ Confidential	H/F	30%
Dr. Abe Echevarria	Professor, Art	AAUP	H/M	10%
Dr. Michele Gannon	Professor, Business	AAUP	/F	10%
Dr. Bonnie Lee Rabe	Assistant Professor, Education	AAUP	/F	10%
Dr. Edwin Wong	Associate Professor, Biology	AAUP	A/M	10%
Dr. Oscar De Los Santos	Professor, English	AAUP	H/M	10%

Minority Mentoring and Retention Committee Active Service as of April 1, 2018				
Name	Position	Position Classification	Gender/ Ethnicity	Time Commitment
Mrs. Jesenia Minier Delgado	Chief Diversity Officer	Management/ Confidential	H/F	30%
Dr. Michele Gannon	Professor, Business	AAUP	/F	10%
Dr. Bonnie Lee Rabe	Assistant Professor, Education	AAUP	/F	10%
Dr. Edwin Wong	Associate Professor, Biology	AAUP	A/M	10%

**Presidential Cabinet Members
Active Service as of April 1, 2018**

Name	Position	Position Classification	Gender/Ethnicity	Time Commitment
Dr. John B. Clark	President	Management/ Confidential	W/M	20%
Dr. Missy Alexander	Provost/Vice President for Academic Affairs	Management/ Confidential	W/F	20%
Mr. Sean Loughran	Associate Vice President for Finance and Administration	Management/ Confidential	W/M	20%
Vacancy	Vice President for Institutional Advancement	Management/ Confidential	N/A	20%
Dr. Keith Betts	Vice President for Student Affairs	Management/ Confidential	W/M	20%
Mr. Luigi Marcone	Chief Facilities Officer and Associate Vice President for Campus Planning	Management/ Confidential	W/M	20%
Mrs. Jesenia Minier Delgado	Chief Diversity Officer	Management/ Confidential	H/F	20%
Mr. Fred Cratty	Chief Human Resources Officer	Management/ Confidential	W/M	20%
Vacancy	Chief Information Officer	Management/ Confidential	N/A	20%
Mr. Jay Murray	Associate Vice President for Enrollment Services	Management/ Confidential	B/M	20%
Dr. Ann Atkinson	Associate Provost/Associate Vice President for Academic Affairs	Management/ Confidential	W/F	20%
Mr. Brian Vernon	Dean, School of Visual and Performing Arts	Management/ Confidential	B/M	20%
Dr. Maryann Rossi	Interim Dean, School of Professional Studies	Management/ Confidential	W/F	20%
Dr. Josie Harner	Interim Dean, Macricostas School of Arts & Sciences	Management/ Confidential	W/F	20%
Mr. David Martin	Dean, Anell School of Business	Management/ Confidential	W/M	20%
Dr. Walter Cramer	Dean of Students	Management/ Confidential	W/M	20%
Mr. Paul Steinmetz	Director, University Relations	Management/ Confidential	W/M	20%
Ms. Lynne LeBarron	Director, Development	Administrator	W/F	20%
Ms. Lori Mazza	Director, Athletics	Administrator	W/F	20%
Ms. Veronica Kenausis	Director, Library Services	Administrator	W/F	20%

The listed University leadership provides consistent support for the development and implementation of the Affirmative Action Plan. There are also student programs and committees on diversity coordinated through the Division of Student Affairs and the Student Government Association. The University's Office of Diversity & Equity maintains an "open door" policy on these initiatives and communication.

- (f) Consistent with the Affirmative Action Regulations, the President has assumed ultimate responsibility for the implementation and success or failure of the plan. The President leads by example; and, it is clear that Affirmative Action is a University priority.

The Affirmative Action search process have been well established at the University, and faculty and administrators are to be commended for their diligence in adherence to the campus search procedures. There is a need for more focus and development in affirmative action recruitment, internal affirmative action processes, and multicultural programming. In addition to the above, the Chief Diversity Officer is concerned with employment issues that may not be discriminatory, but may have an unfair effect on employees. To this end, the Chief Diversity Officer will continue to monitor and have open communications with the University community on fair and equal treatment of all employees.

In accordance with the Affirmative Action Regulations, Western Connecticut State University evaluates and monitors the affirmative action performance of all employees assigned affirmative action responsibilities and such performance is considered in promotion and merit increase decisions. All managerial and supervisory personnel of Western Connecticut State have responsibility for affirmative action. These efforts are considered in decisions related to promotions and salary increases.

- (g) It is University policy that no employees shall be coerced, intimidated or retaliated against by the University or any person for performing affirmative action duties. Any person so aggrieved may file an internal complaint with the Chief Diversity Officer or with the Commission on Human Rights and Opportunities.
- (h) Western Connecticut State University maintains a record of each person performing any duties related to the development or implementation of the University's Affirmative Action Plan ("Plan") by name, job title, percentage of time devoted to affirmative action duties, and outline specific responsibilities. The Chief Diversity Officer keeps records of individuals should they be assigned affirmative action duties for the development or implementation of the Plan.

All Western Connecticut State University leadership is responsible for full cooperation with the Chief Diversity Officer and the requirements of the Plan. The Chief Diversity Officer maintains an internal reporting system to continually audit, monitor and evaluate programs and responsibilities, which also include fostering a non-discriminatory work environment.

In addition to the above activities, staff that participate in the development of the Plan are:

**Participating Staff with the University's 2018 Affirmative Action Plan
Reporting period from April 1, 2017 to March 31, 2018**

Name	Position	Time Commitment
Dr. John B. Clarke	President	20%
Dr. Missy Alexander	Provost/Vice President for Academic Affairs	20%
Dr. Keith Betts	Vice President for Student Affairs	20%
Mr. Jay Murray	Associate Vice President of Enrollment Services	20%
Mr. Sean Loughran	Associate Vice President for Finance and Administration	20%
Mr. Luigi Marcone	Chief Facilities Officer and Associate Vice President for Campus Planning	20%
Mrs. Jesenia Minier Delgado	Chief Diversity Officer	100%
Ms. Keisha Stokes	Administrative Assistant	100%
Mr. Fred Cratty	Chief Human Resources Officer	50%
Ms. Margaret Boyle	Assistant Director, Human Resources	50%
Mr. Paul Steinmetz	Director, University Relations	20%
Ms. Lynne LeBarron	Director, Development	20%
Dr. Walter Cramer	Dean of Students	20%
Dr. Josie Harner	Interim Dean, Macricostas School of Arts and Sciences	25%
Mr. Brian T. Vernon	Dean, School of Visual and Performing Arts	25%
Dr. Maryann Rossi	Interim Dean, School of Professional Studies	25%
Mr. David Martin	Dean, Anell School of Business	25%
Ms. Michele Cazorla	Assistant in Human Resources	25%
Mr. John DeRosa	Interim Co-Chief Information Officer	10%
Ms. Rebecca Woodward	Interim Co-Chief Information Officer	10%
Vacant	Associate Director, Administrative Services	20%

The University has a sound leadership framework for an ongoing review and evaluation of the University's Affirmative Action Program. The Chief Diversity Officer is in regular contact with senior administrators that support the Plan in their respective roles.

Individual communications with members of the President's Cabinet, which includes Vice Presidents, Academic Deans, Chief Information Officer, Enrollment Management Officer, Chief Human Resources Officer, Associate Vice President for Finance & Administration, Director of University Relations and the Associate Vice President for Enrollment Services, were a regular occurrence for the Chief Diversity Officer. These discussions mirrored the President's emphasis on strategies to achieve a multicultural workforce that reflects solid representation of all race/sex groups and other protected classes.

The President is readily available to assist the Chief Diversity Officer in maintaining a budget line, which is critical to carrying out the University's affirmative action mission. The Provost/Vice President of Academic Affairs is clear in her actions regarding hiring practices and consistently champions and supports the work of the Chief Diversity Officer.

The Vice President for Student Affairs and the Chief Human Resources Officer are both available for any aspect pertaining to affirmative action/diversity matters at the University.

The Chief Diversity Officer reports directly to the President, and has easy access to the University community at large. The Chief Diversity Officer is intimately involved in the employment job search process from beginning to end. Also, the Chief Human Resources Officer is required to exercise the necessary authority to enforce affirmative action requirements in the employment process. We will continue this practice.

In keeping with this practice, the job search process requires that approval must be received from the Chief Diversity Officer prior to an offer of employment. This enables affirmative action to remain in the forefront of employment decisions. We will continue this practice.

The Deans are superior in carrying out their affirmative action responsibilities and lead by example in this area. The Deans work very closely with the Chief Diversity Officer and keep affirmative action in the forefront throughout the hiring process. Affirmative Action leadership by the Deans is clearly evident in the affirmative action posture of Department Chairs and others when recruiting and hiring takes place in their departments. Discussions with the department chairpersons, faculty, and administrators were a regular occurrence for the Chief Diversity Officer. This segment of the University community is easily viewed as part of the solution to moving the University forward in its affirmative action and multicultural endeavors. Hiring supervisors and Department chairs are also to be commended for their attentiveness to affirmative action.

The two (2) appointed Interim Co-Chief Information Officers are an integral force for affirmative action. The two Interim Co-Chief Information Officers works with the Chief Diversity Officer on a regular basis for the furtherance of affirmative action at the University. Both appointees ensure, without reservation, ready technology assistance and support throughout the year for affirmative action technology needs. Both appointees are readily available for consultation and although technology demands at the University are at high volume, the two (2) Interim Co-Chief Information Officers remain consistent to their commitment to the University's affirmative action mission.

The Chief Human Resources Officer is readily accessible and available to the Chief Diversity Officer for situations that may arise as it relates to the campus search process and other personnel matters. This includes involvement with implementing the Plan and assuming a leadership role in preventing employment activity that may impact on the Plan, and ensuring non-discriminatory personnel policies, procedures, and practices throughout the University from recruitment to employment separation. Communication between the Chief Diversity Officer and Human Resources personnel is a regular occurrence, sometimes on a daily basis. Human Resources personnel are vital to the success or failure of the Plan.

Staff for the Office of Diversity and Equity works closely with the staff from the Human Resources Department to accomplish the University's Affirmative Action mandate for the

State of Connecticut. The Human Resources staff is commended for timeliness in providing information and understanding the monitoring needs of the Office of Diversity and Equity.

- (i) In accordance with the Affirmative Action Regulations, Western Connecticut State University has an established internal program evaluation mechanism to monitor progress, lack of progress and anticipate shortcomings in the University's Affirmative Action Program. The evaluation process is in compliance with the Regulations and has been approved by the Commission. Evaluation mechanisms allow for ongoing and consistent monitoring, evaluation and assessment of the Plan that provides the current status of the Plan to always be in the forefront. In accordance with the Regulations, all writings, if any, are maintained. The Purpose of the internal evaluation is tri-fold:
1. To conduct Ongoing review and evaluation of the University's progress towards the goals of the Affirmative Action Plan;
 2. To establish a system for evaluating supervisory performance on affirmative action consistent with Chapters 67 and 68 of the Connecticut General Statutes; and
 3. To review the Affirmative Action Plan at least annually.

Consistent with the above, the following considerations are integral to internal evaluation efforts as set forth in the Regulations. In keeping with aforementioned, practices outlined represent in part, our mechanisms to monitor progress or lack of progress, and anticipate shortcomings in the Affirmative Action Program.

The Chief Human Resources Officer monitors employment activity very closely. Consistent with this involvement, all employment activity must be channeled through the Human Resources Department, with hiring activity channeled through the Office of Diversity & Equity. This enables an ongoing review and evaluation of supervisory affirmative action performance in accordance in with Chapter 67 and 68 of the Connecticut General Statutes and University practices and procedures. Supervisory performance can also be monitored through affirmative action monitoring reports that have as one of its purposes, employment assessment. Also, the affirmative action employment reports clearly delineate the individual accountable for hiring, and the steps taken to satisfy affirmative action requirements. The Chief Human Resources Officer and the Chief Diversity Officer carefully scrutinize all employment and hiring activity. We will continue this practice.

The Chief Diversity Officer is also authorized by the President to direct, administer, implement and monitor the University's Affirmative Action Plan ("Plan"). In this regard, the Chief Diversity Officer is accountable for leadership of the ongoing review and evaluation of the Plan, and updating the goals and objectives to meet University changing employment situation. The Chief Diversity Officer has and will continue to function in this capacity without restraint in carrying out internal program evaluation functions. We have and will continue this practice.

This includes, but is not limited to, a review of all employment transactions and the rationale thereof; a review of all advertising to insure the absence of discriminatory

language; a review of position announcements prior to distribution; approval of membership on search committees and intricate involvement in university hiring from beginning to end; a review of each search committee's process with authority to place a search on hold, as appropriate, in order to further assess the process and provide advisement to the President; active monitoring of the Plan; and regular communication with Human Resources regarding affirmative action matters in general. Regular communication also takes place with the President. Monitoring pertaining to the progress, or lack of progress, in meeting goals and objectives of the Plan, is a regular and ongoing occurrence. The Plan is routinely reviewed on an ongoing basis and has been utilized as a working document. The Chief Diversity Officer functions without restraint in carrying out this very important affirmative action program evaluation function. We will continue this practice.

A system is in place for monitoring affirmative action progress and maintaining written progress reports. The Human Resources Department provides monthly information of employment transactions for ongoing monitoring of affirmative action progress and bi-weekly updates of recruitment activities. Also, the affirmative action job search process provides for affirmative action involvement at every step of the hiring process. We will continue this practice.

The Chief Diversity Officer is responsible for involvement in the filling of unclassified positions to the same extent as classified positions. The same applies, as appropriate, to University promotions. Qualifications for open positions are jointly reviewed, as appropriate, by the Chief Diversity Officer and the Chief Human Resources Officer in a good faith effort to ensure that artificial barriers do not exist. We will continue this practice.

Advertised positions contained an affirmative action/equal employment statement, and were reviewed for the same, prior to dissemination. Advertising publications with a minority focus were utilized. External publications were reviewed for inclusion of the non-discrimination policy, and affirmative action inclusion was assured in the University's annual goals and objectives. We will continue this practice.

University leadership such as the Vice Presidents, Academic Deans, and managers have been made aware of their Affirmative Action responsibilities to the University Affirmative Action Program. Communication is ongoing with the Office of Diversity and Equity. We will continue this practice.

This internal program evaluation mechanism provides the basis for the capacity that the University has had, and will continue, to assess the effectiveness or ineffectiveness and results of its Plan. We will continue these practices of our internal program evaluation.

Section D

Element No. 4(a)

ASSIGNMENT OF
RESPONSIBILITY &
MONITORING

Sec. 46a-68-81

(ATTACHMENTS AND DOCUMENTATION)

**Fall 2017 Schedule
Cabinet/Council Meetings**

Month	Date	Time	Location
September	12	10 a.m.	Univ. Hall, President's Conference Rm
September	21	2 p.m.	Midtown Student Center, Rm. 202
October	26	2 p.m.	Midtown Student Center, Rm. 202
November	16	2 p.m.	Midtown Student Center, Rm. 202
December	21	2 p.m.	Midtown Student Center, Rm. 202



**President's Cabinet Meeting
Tuesday, September 12, 2017
President's Conference Room
10 a.m.**

Agenda

Part I: Information & Update

1. Update of Monday's conference call re: NYS Tuition Proposal (JC)
2. Cabinet Retreat (JC)

Part II: Recruitment, Retention & Budget

1. Filling Current Vacancies (FC)
2. Enrollment Updates (JM)
 - New students
 - ✓ Profile of incoming class
 - Returning
 - ✓ Retention data
3. 2018 Affirmative Action Plan (JMD)
 - ✓ Training
 - ✓ CHRO Review and Upcoming Legislative Meeting
 - ✓ On Campus Notifications
 - ✓ Draft - Office of Diversity and Equity Poster
4. CSCU Facility Department Operating Options* (LM)

*See attached supporting document.



Agenda
President's Council Meeting

Thursday, September 21, 2017 @ 2 p.m.
Midtown Campus Student Center, Rm. 202

1. Announcements
2. Current Budget Situation (JC, SL)
3. Recruitment (JC)
4. Changes with the Office of Diversity and Equity (JMD)
5. Defining Role of President's Council Members - Fundraising Teams (JC, LL)



Agenda
President's Council Meeting

Tuesday, October 26, 2017 @ 2 p.m.
Midtown Campus Student Center, Rm. 202

1. News and Announcements (JC)
2. Budget Update (SL)
3. Enrollment Update (JM)
4. Updates from the Office of Diversity and Equity (JMD)
5. Event Planning and Procedures (HB)
6. Student Affairs Update (KB)

Subject: Next Pres. Council Mtg.

Date: Monday, November 6, 2017 at 11:18:48 AM Eastern Standard Time

From: Janet McKay <McKayJ@wcsu.edu>

To: Ann Atkinson <atkinsona@wcsu.edu>, Brian Vernon <vernonb@wcsu.edu>, David Martin <martindg@wcsu.edu>, Fred Cratty <CrattyF@wcsu.edu>, Jay Murray <murrayj@wcsu.edu>, Jesenia Minier-Delgado <minierdelgadoj@wcsu.edu>, John DeRosa <derosaj@wcsu.edu>, Josephine Hamer <hamerJ@wcsu.edu>, Keith Betts <bettsk@wcsu.edu>, Lori Mazza <mazzal@wcsu.edu>, Luigi Marcone <marconel@wcsu.edu>, Lynne LeBarron <lebarronl@wcsu.edu>, Missy Alexander <alexanderm@wcsu.edu>, Patricia Ivry <ivryp@wcsu.edu>, Patricia O'Neill, Psychology <oneillp@wcsu.edu>, Paul Steinmetz <steinmetzp@wcsu.edu>, Rebecca Woodward <woodwardr@wcsu.edu>, Roger Connor <ConnorR@wcsu.edu>, Sean Loughran <LoughranS@wcsu.edu>, Thomas Philbrick <philbrickt@wcsu.edu>, Veronica Kenausis <kenausisv@wcsu.edu>, Walter Cramer <CramerW@wcsu.edu>

CC: Helen Bechard <bechardh@wcsu.edu>, Birte Pfitzner <pfitznerb@wcsu.edu>, Catherine Cote <CoteC@wcsu.edu>, Jennifer Cunningham <cunninghamj@wcsu.edu>, Kathleen Nostrand <nostrandk@wcsu.edu>, Keisha Stokes <StokesK@wcsu.edu>, Kimberly DeLevie <deLevieK@wcsu.edu>, Kimberly Moffett <moffettk@wcsu.edu>, Linda D'Aurio <dauriol@wcsu.edu>, Lisa Scully <scullyl@wcsu.edu>, Martha Palanzo <PalanzoM@wcsu.edu>, Mary Jane Keane <keanem@wcsu.edu>, Michelle Ramey <rameym@wcsu.edu>, Stephanie Schreiber <schreibers@wcsu.edu>, Virginia Diaz <diazv@wcsu.edu>

The next President's Council meeting, scheduled for Nov. 16, has been cancelled.

Thank you,
Janet

Janet McKay

Western Connecticut State University

Adm. Asst. to President

☎ (203) 837-8460 | 📠 (203) 837-8283 | ✉ mckayj@wcsu.edu



Agenda
President's Council Meeting

Tuesday, December 19, 2017 @ 2 p.m.
Midtown Campus Student Center, Rm. 202

1. Announcements
2. Construction and Projects (LM)
3. NEASC Annual Meeting Update (MA)
4. Budget Update (SL)
5. Enrollment Update (JM)
6. Marian Anderson Executive Committee Update (BV)

**Spring 2018 Schedule
President's Council Meetings**

Month	Date	Time	Location
January	25	2 p.m.	Midtown Student Center, Rm. 202
February	22	2 p.m.	Midtown Student Center, Rm. 202
March	22	2 p.m.	Midtown Student Center, Rm. 202
April	26	2 p.m.	Midtown Student Center, Rm. 202



Agenda
President's Council Meeting

Thursday, January 25, 2018 @ 2 p.m.
Westside Campus Center, Ballroom South

1. Announcements (JC)
2. EFK Marketing Findings (JM)
 - i. EFK Marketing team (1 hour presentation)
3. Announcements (JMD)
 - i. Undocu-Ally Taskforce efforts
 - ii. Office of Diversity and Equity updates



Agenda
President's Council Meeting

Thursday, February 22, 2018 @ 2 p.m.
Midtown Campus Student Center, Rm. 202

1. Announcements
2. Peer Mentoring Update (MA)
3. Update on New Athletic Teams (KB)
4. Budget Update (SL)
5. Enrollment Update (JM)
6. Update on Employee (Cultural Diversity) Training and Title IX (JMD)
7. Students' Appropriation Committee Testimony (PS)
8. Upcoming Legislative Breakfast (PS)
9. Update on the Marian Anderson Campaign (BV)



Agenda
President's Council Meeting

Thursday, March 22, 2018 @ 2 p.m.
Midtown Campus Student Center, Rm. 202

1. Announcements/President Clark – Agenda Items
 - Legislative Breakfast on Mar. 27
 - Entrepreneur of Year Luncheon on Mar. 29
2. Emergency Funding for Students (JC)
3. Budget Update (SL)
4. Enrollment Update (JM)
5. Commencement (HB)