

Section P

Element No. 16

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INNOVATIVE  
PROGRAMS

Sec. 46a-68-93

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## Innovative Programs

Under Section 46a-68-93(a) of the Affirmative Action Regulations of Connecticut State Agencies, the University has participated in the development and implementation of programs not covered elsewhere in the Affirmative Action Plan, which continues to be an important part of the road to affirmative action. Accordingly, the University has developed programs for the campus community to create opportunities, not otherwise available, to achieve the full and fair participation of all protected group members. Within this framework, the University is proud to provide information on the accomplishments in this area. The programs included in this report will showcase the diverse environment at the University and an understanding of affirmative action while supporting a diverse workforce. The following initiatives attempt to step outside the traditional arena and are as follows:

(1) Summer Employment Programs: N/A

During the reporting period, the University did not sponsor or create opportunities for summer employment programs.

(2) Youth Programs: **University's participation in on and off-campus programming**

During the reporting period, the University participated in the following youth programs:

On July 31, 2017 and August 1, 2017, high school sophomores and seniors from the participating Upward Bound program (*please review section (9) re: Outreach for High School and College Students for more information about the Upward Bound program*) hosted research and visual presentations for peers as a College and Career Fair (on each date) to provide visitors and participants with detailed information about various researched colleges (in-state and out-of-state, including Western Connecticut State University) as well as varying professions of interests by the participants.

On March 16, 2018, Members of the University's Gender and Sexuality Alliance ("GSA") as well as students not affiliated with the GSA attended the 25th Annual True Colors Conference. Joined by participants from the northeast and nationally, the comprehensive conference will focus on LGBTQ+ youth issues in more than 220 workshops. True Colors is a nonprofit organization in Hartford that works with other social service agencies, schools, organizations and within communities to ensure that the needs of sexual and gender minority youth are both recognized and competently met. The organization trains more than 6,000 people annually, organizes the largest LGBTQ+ youth conference in the country with more than 3,000 attendees and manages the state's only LGBTQ+ mentoring program. True Colors has been spotlighted by both national and local media for their expertise in LGBTQ+ youth issues.

(3) Apprenticeships: N/A

During the reporting period, the University has not sponsored or created apprenticeships or apprenticeship opportunities.

(4) Work Study Programs: **University's Federal Work Study Program**

In order to prepare the next generation of workers, University students are encouraged to take on available internship opportunities at the University. The Federal Work Study Program is a federally funded program *based on financial need*. Because the program is financially need based, work experience is not the qualifying factor. In order to work under the Federal College Work Study Program, a student must have financial need, as determined by FAFSA.

The dollar amount awarded under the College Work-Study Program to a student on his/her Award Letter, is not a guaranteed receivable. It is a fair estimate of what a student could earn. Work-Study is an allotment that students can earn if they have a job on campus. It is not money that is directly deferred on their bill, or automatically applied while they are working. If a student does not put in the necessary hours or is released from employment for just cause, the money shown on the Award Letter will not be obtained. Student employees are utilized in all areas of the University from administrative offices to facilities/maintenance work crews.

During the reporting period, below is the list of the represented university students who have sponsored internships:

- Ancell School of Business – 1 WM, 2 WF, 2 OM, 2 OF
- Alumni Office – 1 WM and 1 WF
- Diversity and Equity – 1 BF
- Enrollment Management – 1 HF and 1 OM
- Intercultural Affairs – 1 WM, 2 WF, 2 BM, 2 BF, 2 HM, 1 HF
- Graduate Studies – 1 WF
- Honors Program – 1 WM, 2 WF, 1 HF, 1 OF
- Macricostas School (Arts and Sciences) – 1 WM, 1 WF, 1 BM, 2 HF
- Office of Financial Aid – 1 WM, 2 WF, 1 BM, 1 HM, 2 HF
- Office of Admissions – 3 WM, 2 WF, 3 BM, 1 BF, 1 HM
- President's Office – 1 WF
- School of Prof. Studies – 1 WF
- VPAC – 1 OM and 1 OF

All student employees **must be matriculated in at least 6 credits per semester** to remain eligible to work on campus. Student employment is an integral part of the university and of university life for many students. Student labor benefits the school in almost every academic and administrative department on campus. The student's employment can be related to his/her major and/or interests and work schedules can be arranged around the student's academic schedule.

The University employs approximately 400 students during the academic year. The types of jobs available are as diverse as the students themselves. There is a complete list of jobs and their descriptions available for students to examine in the Office of Student Financial Services. Students are paid biweekly with an hourly rate of pay contingent on the difficulty

of the position and the experience of the student. The first paycheck is held back for two weeks, as required by the state.

Institutional Payroll is *not* based on a student's financial need in relation to qualifying under the federal programs. Students are employed under this program based on the needs of the department, the availability of funds, and the student's experience in specific areas. All federal and state funds are subject to federal and state regulations and the University will comply as mandated.

(5) Job Sharing Arrangements: N/A

During the reporting period, the University has not sponsored or created job sharing arrangements and/or opportunities.

(6) Internships: University's Career Success Center

The University's Career Success Center sponsors the *Cooperative Education Internship Program* which helps to prepare students to become job world ready and to progress confidently toward graduation and launch meaningful careers. Whether you are a first-year student, about to graduate or already have graduated, The University has an employer resource system named "WestConn Works" to provide all students with an important source/link to various internship referrals, career-related events, and career exploration tools. Most importantly, WestConn Works is the main platform that the University uses to post internships, job opportunities, and other important career-related information.

For more information about these programs, please visit:

<http://www.wcsu.edu/careersuccess>

(7) Day Care Programs: University's Child Care Center

This establishment is licensed by the State of Connecticut and accredited by the National Association for the Education of Young Children (NAYEC). The Child Care Center provides a safe place for employees and student to enroll children from ages 3 to 5 to obtain high quality, developmentally appropriate experiences as well as a safe, developmentally appropriate environment. The focus is to provide a stimulating early care and education experience which promotes each child's social/emotional, physical and cognitive development. Recent events include pancake breakfast, computer time, celebration of the Chinese New Year, Halloween and Reading Time.

For more information about the University's Child Care Center, please visit:

<http://www.wcsu.edu/childcare/>

(8) Creation of New Positions: N/A

During the reporting period, the University has had no need to create new positions within the University.

(9) Outreach for High School and College Students: University's Pre-Collegiate and Access Programs

The University's Pre-Collegiate and Access Programs include the following programs:

### ConnCAP/Upward Bound

The ConnCAP/Upward Bound Program is a year-round, college preparatory program serving 140 Danbury High School students from grades 9 through 12. The Excel Program is a middle-school (Broadview, Rogers Park and Westside Academy) feeder program for the ConnCAP/Upward Bound Program, currently serving 90 students in grades 7 and 8. The ConnCAS/EA<sup>2</sup>P Program is a year-round academic enhancement program serving underprivileged college students.

### Excel Program

The University Excel Program is an opportunity for middle school students to develop their academic potential and achieve their goal of admission into a post-secondary educational program upon completion of high school. The program serves Broadview, Rogers Park and Westside Middle School students in families where neither parent has completed a 4-year college degree and/or low income families whose taxable income is within our eligibility guidelines. The Excel Program is a year-round program currently serving up to 90 middle school students in the 7<sup>th</sup> – 8<sup>th</sup> grades.

This program begins recruiting students at the end of 6<sup>th</sup> grade to develop and strengthen their academic skills. The Excel Program is a feeder program for ConnCAP/Upward Bound and the majority of students continue on to participate in the high school. ConnCAP/Upward Bound will continue to edify and focus their academic and social-personal needs throughout high school in preparation for entrance into a post-secondary educational program.

A mandatory six-week, nonresidential summer program is conducted on the campus of Western Connecticut State University. The summer program, in conjunction with ConnCAP/Upward Bound, is designed to prepare students academically and socially for the upcoming school year. Students are given English, to strengthen their Language Arts and Writing Skills; Math, to strengthen their Mathematical skills.

During the academic year, each student meets with an academic advisor who monitors his or her academic and behavioral progress. Student progress is shared with parents at the end of each marking period, during parent conferences. The Excel Program works collaboratively with students, parents, teachers, and guidance counselors to assure that students will work towards their academic potential.

The Excel Program involves students in their school and community through club meetings, community service and field trips, thereby enabling the facilitation of a sense of community and unity developed over the summer. The program is funded through the Connecticut Department of Higher Education along with additional support from the Danbury Board of Education. In short, the University Excel Program stands for respect for others, respect for yourself, and the pursuit of lifelong learning!

### ConnCAS/ EA<sup>2</sup>P(Educational Achievement and Access Program)

The University's ConnCAS/ EA<sup>2</sup>P (Educational Achievement & Access) program provides support for underrepresented and underserved students to successfully transition from high school to college and to continue completion of an undergraduate degree. The students' preparation for college is enhanced by their participation in a five (5) week residential program before starting college in the Fall semester. Student support and academic counseling are continued throughout the academic year. During the ConnCAS/ EA<sup>2</sup>P residential summer program, academic courses in math and English will be reinforced with tutorial sessions designed to prepare students for academic life.

Transitional workshops and campus presentations are created to promote achievement and student success in college. Students will also participate in leadership and teambuilding activities provided by our P.A.S.S. program (Programs for Achieving Student Success), Wide Angle Vision and various other departments on campus throughout the summer and academic year. The transition to college is much simpler for ConnCAS/ EA<sup>2</sup>P students when they begin their college careers in the Fall semester at the University. Students become familiar with the campus and faculty and will have support from the ConnCAS/ EA<sup>2</sup>P staff and counselors.

For more information about the above-noted programs, please visit:

<http://www.wcsu.edu/pcaap/>

(10) Reassignments: N/A

During the reporting period, the University has had no need to create reassignment opportunities within the University.

(11) Positive, Results-Oriented Program(s) designated to achieve Affirmative Action:

**Faculty Development Funds:** Under the terms of the CSU-AAUP contract, Article 9.6 and 12.10.1, the University annually allocates funds for faculty development, "*which shall be construed broadly to mean activities by and for members that enhance their ability to be productive and innovative professionals.*" A maximum of \$1,200 may be granted to any individual full-time faculty member and \$600 to any individual part-time faculty member. The Faculty Development and Recognition Committee reviews and grants funds that are available to many individuals, so prior use of the Fund as well as merit of activity will be considered. In cases where the dollar total for approved applications exceeds available funds in a given funding period, preference will be given to applicants who have not been awarded full funding in the previous fiscal year." Applications for "in-house" workshops do not have a specified maximum funding level, but will be reviewed on the basis of merit and numbers of individuals across the University community who will benefit from the workshops. Proposals from AAUP members may be co-sponsored with non-members.

For more information about this Fund and application guidelines, please visit:

<https://www.wcsu.edu/facultystaff/handbook/pages/fac-fund-app.asp>

**President's Initiative Fund:** The University President established a President's Initiative Fund to support new projects of faculty, students, and staff that capitalize on the University's distinctive Western Connecticut location. The initiative is meant to advance one of the University's core competencies: the ability to employ its regional advantage to educate for global realities. During this reporting period, the President's Initiative sponsored activities during Hispanic Heritage Month, Black History Month, Women's History Month as well as Veteran's Day commemorations.

For more information about this Fund and updates, please visit:  
<http://www.wcsu.edu/newsevents/pif-updates.asp>

**Minority Recruitment and Retention Committee:** This AAUP bargaining unit committee meets regularly with the Chief Diversity Officer to develop strategies to attract a diverse faculty applicant pool. Additionally, the Committee frequently reviews proposals to support faculty attendance at workshops and conferences which expand their knowledge of their particular discipline. During the reporting period, the University continued its support of teaching faculty's attendance at professional conferences as well as assisting with relocation costs of new faculty members to the Danbury area.

For more information about this Committee and application for funds, please visit:  
<http://www.wcsu.edu/minority/>

**Minority Recruitment and Mentoring Committee:** This SUOAF-AFSMCE bargaining unit committee meets regularly with the Chief Diversity Officer to discuss recruiting strategies and to develop programming which enhance the work environment for employees, including highlighting career opportunities both internal and external to the University. During the reporting period, the University continued to encourage and support administrative staff attendance at professional conferences.

For more information about this Committee, application and guidelines, please visit:  
<https://wcsu.edu/suoaf/documents/MRM%20Application.pdf>  
<https://wcsu.edu/suoaf/documents/MRM%20Guidelines.pdf>

### **University's Fall and Spring Semester Diversity Events Calendar**

At Western, we believe in fostering a dynamic and vibrant learning environment by engaging our university and local community in thought-provoking discussions about issues that matter and meaningful programs to create culturally competent citizens. Beginning January 31, 2018, the University's Office of Diversity and Equity sponsored and promoted the use of the University Diversity Events Calendar. This calendar allows the university community to become involved in high-impact events, information sharing, ideas and insights on issues of social justice and equity.

To access the University's Semester Diversity Events Calendar, please visit:  
<http://www.wcsu.edu/news/2018/02/01/spring-2018-cultural-diversity-calendar/>

### **University's Community Service/Volunteer Opportunities:**

The University provides students and employees with opportunities to participate in community service projects and/or volunteer options (on and off campus). Many participants get involved through their athletic teams, student organizations, fraternities and sororities, and other organizations. Regardless of a student's major and/or a participant's interests, there are many opportunities for either a student and/or employee to become involved. Volunteer opportunities can last anywhere from a few hours over the course of a day or weekend for special events to major commitments of time and energy. Volunteer work provides students and/or employees with training and skills that can be invaluable to you in the participant's current (or future) career endeavors.

For more information about the University's community service/volunteer opportunities, please visit: <http://www.wcsu.edu/community-service/volunteer-opportunities/>

#### *Annual Community Service Fair*

The University holds annual community service fairs to allow local non-profit organizations to provide information about their services and connect with university participants and local volunteers looking for opportunities to help out. The last event was held on February 7, 2017 which was well attended.

For more information about this event, please visit:

<http://www.wcsu.edu/community-service/events/>

#### *Western's Day of Service*

On April 20, 2018, the University held its annual Western Day of Service, a community service event where over 600+ volunteers register to help not-for-profit organizations in the Greater Danbury Area. From reading to elementary school students, painting stairwells, sorting through donated clothes, cleaning, pulling weeds or washing fire trucks and ambulances, there was something worthwhile for every participant to do everywhere around the Danbury area.

For more information about this event, please visit: <http://www.wcsu.edu/community-service/western-day-of-service/>

#### *Garden Volunteer Days*

Garden Volunteer Days were scheduled for March 8, March 22, April 21 and April 22, 2017. In 2017, Earth Day was scheduled for April 22, 2017 and the Jane Goodall Permaculture Garden provides updates and details about these volunteer days planned in the greenhouse and the garden.

#### *Animal Week*

From April 17, 2017 to April 21, 2017, the University hosted animal-related events and activities happening on the midtown campus at noon each day. Free to the public and WCSU students to participate.



*Fairfield County's Community Foundation – Giving Day*

On March 1, 2018, the University participated in “Giving Day” powered by Fairfield County’s Community Foundation Giving Day to raise money for local nonprofit organizations in just 24 hours through online donations. It invites those who love Fairfield County to come together and make an incredibly powerful, collective impact by supporting local nonprofits. Students and staff are encouraged to offer any donation amount to support this effort, and to promote a means to create change in Fairfield County, focusing on innovative and collaborative solutions to critical issues impacting the community.

For more information about this event, please visit:

<https://fcgives.org/>

- (b) Additionally, during this reporting period and with the assistance of students (and/or student clubs/associations), staff and the local community, the University once again sponsored many widely-publicized events:

- **March 4, 2017: Learn to Management Anxiety and Trauma event**

On March 4, 2017, the University sponsored a session named “Learn to Manage Anxiety and Trauma” with Dawyn Cloud Alter, a therapist and an emotional freedom technique (“EFT”) Practitioner with over 25 years of experience in helping people of all ages with anxiety, panic, fear, trauma, and more. The small-group workshop taught participants how to use EFT in conjunction with cognitive behavior therapy. The skills and techniques you learn will become new life skills, enabling you to navigate your own ship successfully. Two identical sessions were offered, morning and afternoon. The workshops were free to all WCSU students. For more information about Ms. Alter, visit: <http://alter-nativehealing.com/>

- **October 3, 2017: DACA, Dreamers and Deportation Forum**

WCSU Professor of Sociology, Dr. Carina Bandhauer led the panel discussion about the Trump administration’s decision to rescind the DACA (“Deferred Action for Childhood Arrivals”) program and the ramifications of this change. The forum was free and open to the public. Co-sponsors are the School of Arts and Sciences, the Office of Diversity and Equity, the Office of InterCultural Affairs, and members of the Connecticut Students 4 a Dream. The panel discussion was offered as part of the WCSU celebration of [Hispanic-Latino Heritage Month](#), a diverse program of university events in September and October that also features lectures, a documentary film screening and dinners with a Hispanic and Latin American theme.

For more information about this event, please visit:

<http://www.wcsu.edu/news/2017/09/20/wcsu-to-present-forum-on-daca-dreamers-and-deportation/>

- **October 28, 2017: Mission Health Day**

On October 28, 2017, the University hosted a Mission Health Day in the Bill Williams Gym in Berkshire Hall and Berkshire Hall lawn on the University’s Midtown campus. The event was designed for local individuals and families in

need of health services, housing support and other community service aid. Medical professionals, social service advocates and student volunteers were there to provide a one-stop health, housing and social service fair that brings together more than 30 area agencies to provide immediate assistance to individuals who were in need of health, housing and social services assistance.

For more information about this event, please visit:

<http://www.wcsu.edu/news/2017/10/24/mission-health-day-at-wcsu/>

- **November 7, 2017: Endowed Lecture on U.S. Labor Migration: Politics and Policy**

On November 7, 2017, the inaugural Macricostas Family Arts and Sciences Endowed Speaker Series at the University presented a talk by a longtime observer of immigration in America. Daniel Costa, director of Immigration Law and Policy Research at the Economic Policy Institute, discussed “U.S. Labor Migration: Politics and Policy”. Mr. Costa offered a background on the basics of the U.S. labor migration systems, including the various pathways through which migrants enter the U.S. labor market, and explored what a fair immigration system could look like. The talk was free and open to the public.

For more information about this event, please visit:

<http://www.wcsu.edu/news/2017/10/19/macricostas-lectures-bring-immigration-and-greek-history-to-wcsu/>

- **November 18, 2017: Fast-A-Thon Muslim Student Association**

On November 18, 2017, the Muslim Student Association hosted a “Fast-A-Thon” for participating students to pledge to fast from food and water as a reflection of what you’re thankful for. Shaykh Usman Akthar was the featured speaker invited to offer religious insight with fasting and what it represents in the Muslim faith. The flyer was attached for review.

- **December 1, 2017: World AIDS Day**

On December 1, 2017, the University’s Office of InterCultural Affairs and the Gay-Straight Alliance participated in World AIDS Day in the lobby of the Student Center on the WCSU Midtown campus. A table was set and featured information about HIV/AIDS and students were given red ribbons and other items in support of the fight against HIV/AIDS. A representative from the AIDS Greater Danbury Project also made a presentation. The event was free and open to the campus community.

For more information about this event, please visit:

[http://www.wcsu.edu/newsevents/event.asp?event\\_id=44403](http://www.wcsu.edu/newsevents/event.asp?event_id=44403)

- **December 1, 2017 to December 7, 2017: Hurricane Maria Relief Drive**

The University is committed to addressing disaster relief situations by raising awareness, implementing service projects and raising funds to assist people

affected by natural disasters. Various student clubs/associations, such as the Student Government Association (“SGA”) and Roots and Shoots club have initiated disaster relief efforts to assist in the aftermath of Hurricanes Harvey, Irma, Maria and the earthquake in Mexico. Each student club/association has established a drive and/or fund for charitable donations to assist in the aftermath of these tragedy. An SGA flyer has been attached.

For more information about the Roots and Shoots club disaster effort, please visit: [http://www.wcsu.edu/newsevents/event.asp?event\\_id=44402](http://www.wcsu.edu/newsevents/event.asp?event_id=44402)

- **December 9, 2017: Love Wins Concert**

On December 9, 2017, the University hosted the “Love Wins! Benefit Concert,” as a Celebration of Music to Benefit the Ana Márquez-Greene Scholarship Fund. The scholarship fund was created to honor the memory of Ana Grace Márquez-Greene, daughter of Jimmy Greene and Nelba Márquez-Greene, who lost her life at the Sandy Hook Elementary School on Dec. 14, 2012.

For more information about this event, please visit:

<http://wcsu.edu/news/2017/11/28/ana-marquez-greene-remembered-at-her-fathers-love-wins-scholarship-concert-at-wcsu/>

- **Health Promotion and Exercise Science Department Annual Academic Internship Fairs and Events**

The Health Promotion and Exercise Science Department hosts its annual internship fairs as well as academic events to connect local employers with students who need to obtain 450 unpaid hours with a local agency to complete their graduation requirements and earn up to 12 credits. Also, in collaboration with the Institute for Holistic Health Studies, university sponsored events are hosted throughout the academic year to offer students, staff and the university community with an opportunity to engage in and explore different aspects of holistic and integrative health through programming and instruction.

For more information about the Institute for Holistic Health Studies, please visit:

<http://wcsu.edu/ihhs/>

- **The University Visual and Performing Arts Center 2017-18 Season**

On September 27, 2014, the University welcomed more than 500 guests to experience the creative process at work at the gala opening of its new Visual and Performing Arts Center (“VPAC”). Students, faculty and staff were on hand to “put the building through its paces” in a multitude of spaces, including the Concert Hall, Studio Theatre, Art Gallery, Painting Studio, Recording Studio, Scene Shop, Dressing Rooms, Sculpture Studio, and M.F.A. Studios. In the weeks since the gala opening, the new facility has enhanced the artistic and academic experience for students, faculty, staff and patrons.

At 130,000 square feet, this uniquely designed facility is divided into three distinct wings: Theatre Arts, Music and Visual Arts, all connecting together in the stunning lobby with a ramp bridge that appears to float high above. Students taking courses in the art wing benefit from light shining through double-height, northern-exposed windows in the spacious painting and sculpture studios. They work in photography and graphic design studios equipped with both the latest computer technology and the legacy technology of traditional film development. The Art Gallery features northern-exposed light, a [Panelock 200 display system](#), all atop beautiful maple flooring.

Music students rehearse and perform in the Veronica Hagman Concert Hall, which features a tri-level, in-the-round seating experience for an audience of up to 350; variable acoustics; state-of-the-art performance audio and lighting; 5:1 HD recording and two Concert Grand pianos: a [Steinway Model "D"](#) (Hamburg) and a [Yamaha CFX](#), the flagship of the Yamaha concert piano line. A recording studio houses WCSU's new Audio and Music Production degree program and features a [Solid State Logic Duality](#) audio console — the finest in the industry.

Theatre students perform on the facility's Main Stage Theatre and Studio Theatre — both loaded with technology and functionality beyond many Broadway venues. Two theatre rehearsal studios, both equipped with audio/visual technology and sprung dance floors complement the university's increasingly popular musical theatre program. Dressing rooms, practice rooms and individual Master of Fine Arts in Visual Arts studios are all incorporated into the spaces, designed for students so they may experience a professional-quality arts education.

During the reporting period, the University's Visual and Performing Arts Center ("VPAC") has held various exhibitions, performances and galleries to showcase our student achievements in Theatre Arts, Music and Visual Arts.

To access the interactive calendar of events held at VPAC, please visit: <http://www.wcsu.edu/svpa/events/>

On February 27, 2018, Dr. John Clark, University President and Brian Vernon, Dean for the School of Visual and Performing Arts, hosted a community birthday celebration for [Marian Anderson](#), a musical and civil rights icon who lived in Danbury. Mrs. Anderson was the first African American to perform at the Metropolitan Opera and later in life was recognized with several awards, including the Medal of Freedom. She sang at the inaugurations of presidents Eisenhower and Kennedy. This celebration introduced the University's campaign for the Marian Anderson initiative to raise funds to rename the School of Visual and Performing Arts in honor of Marian Anderson.

For more information about the University initiative, please visit: <http://www.wcsu.edu/svpa/mariananderson/>

- **Afro-Futurism: The Black Panther and the Black Panthers: Fantasy and Liberation**

On February 22, 2018, the University's Office of Diversity and Equity, in conjunction with the English and History Departments, hosted a panel discussion about a future of liberation through the lens of a cultural past. The panel also explored how Afrofuturism questions new ways of being while retaining ancestral memory, with a focus on comics featuring black super-heroes. Topics will include the character of Black Panther, the narrative and origins of Western superiority, and the Black Panther movement.

For more information about the University initiative, please visit:

<http://www.wcsu.edu/news/2018/02/14/wcsu-to-host-panel-discussion-about-afrofuturism-the-black-panther-and-the-black-panthers-fantasy-and-liberation/>

- **WCSU for Holistic Health Studies – Health, Fitness and Wellness Fair**

On April 10, 2018, the University hosted a Health, Fitness and Wellness Fair in the Bill Williams Gym in Berkshire Hall on the university's Midtown campus. There were multiple exhibitors from campus and the local area providing information and interactive exhibits, as well as students presenting their internship experiences for the IHHS. This event was free and open to the public. 33 vendors were registered to present at the fair. Among other presentations, healthy food and giveaways, the vendors include: Cucumber and Chamomile with demonstrations of reflexology and reiki; doTERRA Essential Oils with lessons on how to integrate oils into a healthy lifestyle, accompanied by free hand massages; Murphy Family Chiropractic presented a postural and spinal alignment screening; The Patient Whisperers provided group and individual relaxation hypnosis sessions; and Wells Valley Cat Rescue presented the benefits of being a cat owner as well bringing adoptable kittens to socialize.

For more information about this event, please visit:

<http://www.wcsu.edu/news/2018/04/09/wcsu-to-host-health-fitness-and-wellness-fair/>

- **2017-2018 Career Success Center Job Fairs**

On September 19, 2017 and March 28, 2018, the University's Career Success Center hosted two student job fairs which connected over 100+ local (and regional) employers with students seeking both permanent and summer employment opportunities. The University's Career Success Center Job Fairs are open to all University students and alumni as well as students and alumni from Eastern Connecticut State University, Central Connecticut State University, and Southern Connecticut State University.

For more information about the University's job fairs with the Career Success Center, please visit: <http://wcsu.edu/careersuccess/students/career-fair/>

Section P

Element No. 16

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**INNOVATIVE  
PROGRAMS**

Sec. 46a-68-93

(ATTACHMENTS AND DOCUMENTATION)

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WCSU Muslim Student Association

Date: 11.18.17

presents our first

Funded by:  
Student Gov  
Association

Time: 4:00PM

# FAST -A- THON



Pledge



Pledge to fast  
from 5:27AM to 4:32PM  
on Saturday Nov. 18th.

Fast



Fast from food and water. Set  
your own guidelines for fasting  
as you reflect on what you're  
thankful for.

Dine



Join us for a FREE community  
dinner at 4PM in the WCSU  
Westside Campus Ballroom.

## GUEST SPEAKER

### SHAYKH USMAN AKTHAR

Buy a raffle ticket for a chance to win a \$25 gift  
card! Profits proceed to local masjids.

Location:

WCSU Campus Center Westside Ballroom  
43 Lake Avenue Ext. Danbury, CT 06810

Contact [karim006@connect.wcsu.edu](mailto:karim006@connect.wcsu.edu) with questions.





## Love Wins Concert

A Celebration of Music to benefit the

### Ana Grace Marquez-Green Endowed Scholarship

at Western Connecticut State University.

Saturday, December 9, 2017, 8 - 9:30 p.m.

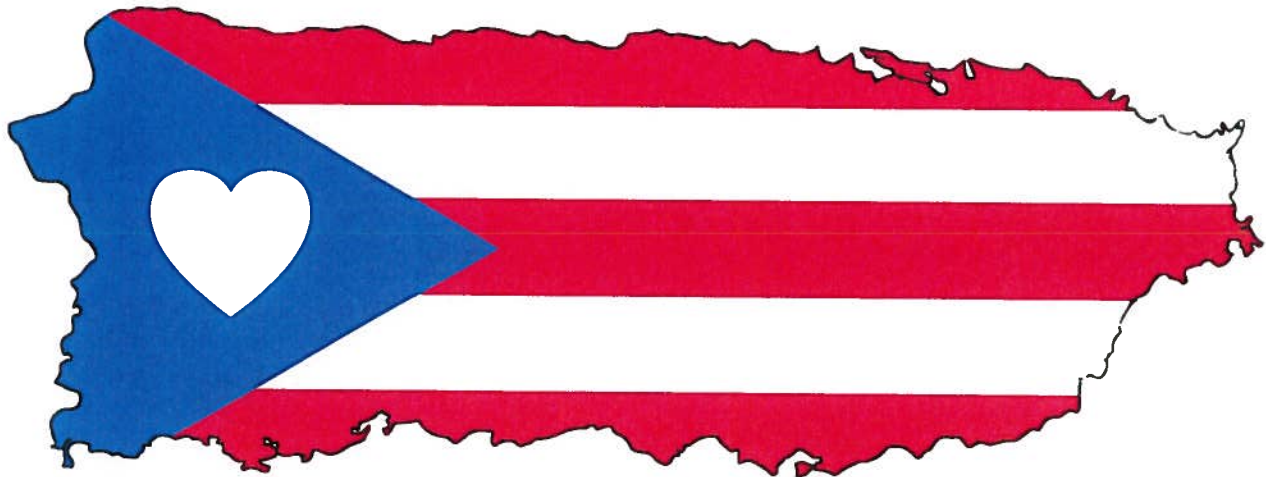
To purchase tickets online visit

[wcsuypac.eventbrite.com](http://wcsuypac.eventbrite.com)

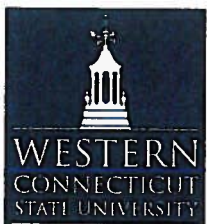
*The SGA Student Philanthropy Committee Presents*

# Change • — for — • Change

Help those affected by Hurricane Maria in Puerto Rico by donating your change.



Donations you make will contribute to helping rebuild Puerto Rico.



See Student Government for more information!





**Afrofuturism, the Black Panther  
and the Black Panthers**

A Panel Discussion

Feb. 22 at 6 p.m.

Ives Concert Hall

Sponsored by the Office of Diversity and Equity &  
the Departments of English and History

# AFROFUTURISM, THE BLACK PANTHER, AND THE BLACK PANTHERS

THURSDAY, FEBRUARY 22ND

6:00 P.M.

IVES CONCERT HALL

LOCATED IN WHITE HALL



A discussion about a future of liberation through  
the lens of a cultural past



-Featured Panelists -

Lynne JOHNSON \* DONALD GAGNON

STEVEN FULWOOD \* WILLIAM FOSTER

DEMETRIUS EUELLE

SPONSORED BY:

THE OFFICE OF DIVERSITY AND EQUITY

DEPARTMENTS OF ENGLISH AND HISTORY



Western Connecticut State University

**SAVE THE DATE: FEBRUARY 27, 2018**

## A Celebration of the Life and Music of **Marian Anderson**

Please join us for a community birthday celebration for the legendary Marian Anderson and learn how you may become a part of the initiative to name the School of Visual & Performing Arts in her honor.

Tuesday Feb. 27, at 6 p.m. (snow date Feb. 28)

Veronica Hagsman Concert Hall  
Visual & Performing Arts Center

Tickets: \$35 per person at  
[wcsu.edu/sypa/mariananderson](http://wcsu.edu/sypa/mariananderson)

For more information, please  
contact (203) 837-3222.



# HISPANIC LATINO HERITAGE MONTH

SEPT. 15  
TO OCT. 15  
2017

- Wednesday, Sept. 20 **Kick-Off Event: A Taste of Latin America**  
4 p.m. – 7 p.m.  
Hispanic/Latin American Themed Dinner  
Westside Campus Center Market Place  
Regular meal swipe  
Public invited – cost \$9.75 (please RSVP to dennisd@wcsu.edu)  
Sponsored by Sodexo Food Service; Office of Intercultural Affairs
- Thursday, Sept. 28 **Keynote Address: Lt. Colonel David Rosado, Connecticut State Police**  
Department of Emergency Services & Public Protection  
7 p.m.  
Westside Campus Center Ballroom North  
Free and open to the public  
Sponsored by: Justice & Law Administration Department; Office of Diversity & Equity;  
Office of Intercultural Affairs
- Tuesday, Oct. 3 **A Public Forum: DACA, Dreamers and Deportation: New Developments**  
Midtown Campus – Warner Hall  
2 p.m. to 5 p.m.  
Free and Open to the Public  
Sponsored by the Division of Arts and Sciences, Office of Diversity and Equity; Office of Intercultural Affairs,  
members of the Connecticut Students 4 a Dream
- Wednesday, Oct. 4 **Faculty Lecture: Dr. Donald Gagnon**  
**Topic - Black Flowers with Latin Roots: Puerto Rico, Cuba, and the Cultivation of Black Art**  
5:30 p.m. – 6:30 p.m.  
Midtown Campus – Warner Hall  
Free and open to the public  
Sponsored by the English Department, Office of Intercultural Affairs
- Tuesday, Oct. 10 **"Latin Explosion: A New America": A Documentary Film on the Latin Music Influence**  
7 p.m. - Q & A After Film  
Midtown Student Center Theatre  
Free and open to the public – light refreshments will be served  
Sponsored by the Latin American Student Organization (LASO);  
Office of Diversity & Equity; Office of Intercultural Affairs
- Wednesday, Oct. 11 **A Taste of Latin America**  
Hispanic/Latin American Themed Dinner  
4 p.m. – 7 p.m.  
Midtown Student Center Restaurant  
Regular meal swipe  
Public invited – cost \$9.75 (please RSVP to dennisd@wcsu.edu)



The background of the poster is a vibrant blue with a stylized, high-contrast illustration of the Statue of Liberty's head and crown. The crown is depicted with sharp, pointed rays. In the foreground, at the bottom, are black silhouettes of a group of people, including men, women, and children, walking and carrying bags, representing immigrants. The overall aesthetic is graphic and modern.

Western Connecticut State University presents  
**The Inaugural Macricostas Family  
Arts & Sciences Endowed Lecture**

# **U.S. Labor Migration: Politics and Policy**

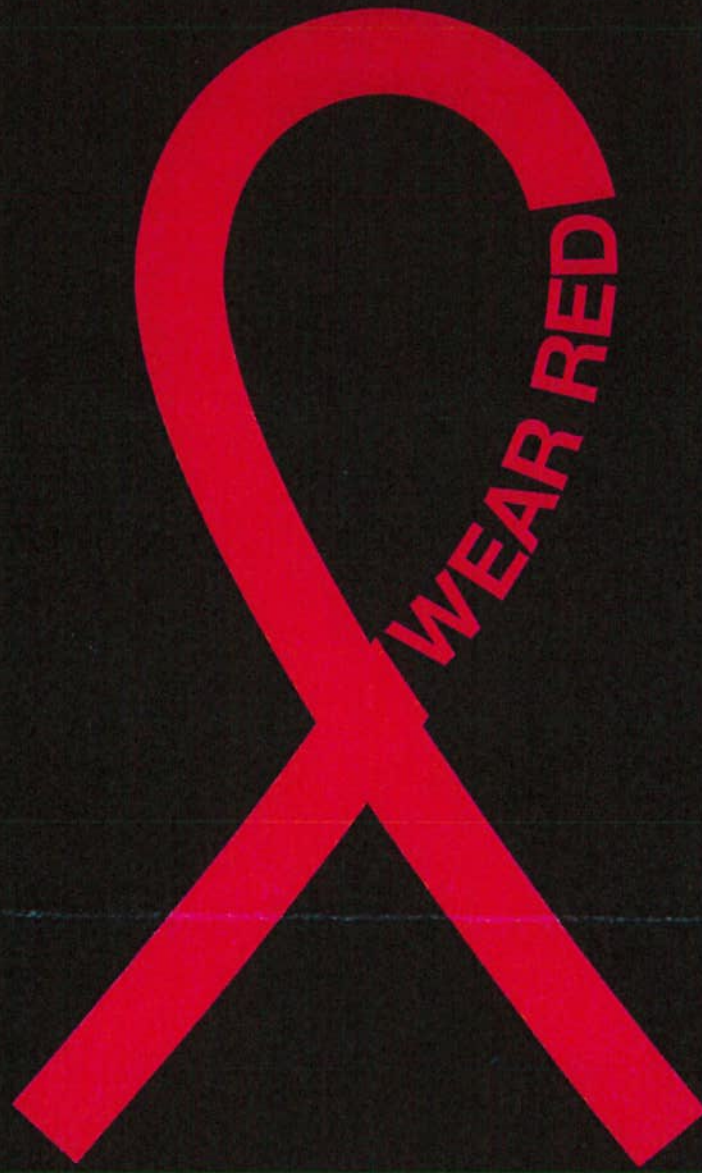
**A talk by Daniel Costa**

Director, Immigration Law and Policy Research  
Economic Policy Institute

**Tuesday, Nov. 7, 6 p.m.**

Ives Concert Hall, White Hall,  
Western Connecticut State University Midtown campus

**This talk is free and open to the public.  
A reception will follow.**



December 1

# World **AIDS** Day

Wear red to show your support in the fight against HIV.

Stop by the GSA informational table to receive your free red ribbon on  
**Thursday, November 30, 2017.**

Join us in discussion along side our guest speaker from the  
**AIDS Greater Danbury Project!**

