

INNOVATIVE PROGRAMS

Section 46a-68-93

Central Connecticut State University (CCSU) supports and maintains a number of programs that benefit students, staff, faculty, potential employees and the community in ways that demonstrate the University's commitment to equal employment opportunity and affirmative action.

Administrative Clerical Tuition Waiver Program

The Connecticut State University System (CSU) has an agreement with AFSCME Council 4 to provide a tuition waiver program to Clerical employees, effective through June 30, 2021. Members of the Administrative Clerical bargaining unit, who are permanent and work at least 20 hours weekly, may take up to two courses per semester at any of the four State universities, tuition free. During the Fall 2020 semester, there were no applicants for this program. During the Spring 2021 semester, four (4) CCSU employees benefitted from this program: one (1) Hispanic female, two (2) White females, and one (1) White male.

Alternate Work Schedules

The University provides alternate work schedules for all employees, if requested and in accordance with union contracts. This assists the individual in maintaining a full-time job while meeting other responsibilities outside the workday.

Center for Teaching Excellence and Faculty Development

The Center for Teaching and Faculty Development (CTFD) coordinates professional development activities and resources related to teaching, and faculty leadership. The CTFD helps faculty achieve their full potential as teachers and scholars so that they effectively and creatively support student learning.

To realize this mission, CTFD will:

- Provide programming that broadens faculty pedagogical exploration and reflection.
- Design, promote, and host activities so both full-time and part-time faculty may form professional and collaborative connections across the university and with the larger state community.
- Support ongoing efforts, either in campus-wide committees, in departments, or within specific courses, to enhance student performance and service.
- Provide a weekly newsletter and serve as a clearinghouse for information on successful teaching strategies. Provide a forum for conversations that promote innovation, intellectual vitality, and ongoing growth and development for faculty and students.
- Advocate for including ongoing instructional improvement and the study of pedagogical practices as an expectation for all faculty and a factor of significant weight in the Promotion and Tenure process.

The Center sponsors various programs aimed at building and sustaining a learning community on the CCSU campus. Among the many programs offered by the Center are Teaching Excellence Learning Colloquiums, Forums, and resources for new and non-tenured faculty for their continued instructional development in the teaching and learning process.

CCSU Scholarships

Scholarship funds are available to assist classified employees and their dependent children with educational goals at Central Connecticut State University. The University designates funds for both the dependent children and the employees enrolled in courses. Each semester, the Human Resources Office sends mass mailings to all classified staff to notify them of this opportunity. A total of two recipients received this scholarship during this reporting period: Fall 2020 – one White female; Spring 2021 - one White female. The total awarded was \$2,000.

Child Care Center

The Early Learning Program is a non-profit organization that holds the childcare license for this facility. The University and its academic departments are not directly responsible for the daily operation of the facility. An elected board of directors oversees the general operations.

Our belief is that young children will thrive through their positive interactions with appropriate role models, exposure to developmentally appropriate materials and the introduction of educational concepts in a developmentally appropriate environment. The children enrolled in our program are involved in activities, based on play, that address their developmental needs in the following areas of growth: social and emotional, language and literacy, cognitive, Math, Science, social studies, Creative arts, and physical/health development.

We believe that it is the responsibility of all early childhood educational environments to provide, on a daily basis, challenging, and age-appropriate experiences in order to foster a child's positive developmental growth. Early Learning Program provides equal employment and educational opportunities for all persons without regard to race, color, religion, national origin, gender, age, veteran status, disability, political affiliation, or sexual orientation.

In 2020, ELP served 38 families of the greater New Britain area. Due to the COVID-19 pandemic no CCSU students benefited from hands-on experiences. The center provided preschool experiences for 18 on-site 3-5-year-old children and virtual learning to 2–4-year-old children to ensure successful entrance into Kindergarten.

Community Involvement

The Human Resources Department organized a team for the Connecticut Race in the Park, an annual event held in New Britain to support the CT Breast Health Initiative. During the reporting period, this event was held virtually because of the COVID-19 pandemic and there are hopes to bring it back live in May 2022.

EOP - The Educational Opportunity Program

In 1968, Central Connecticut State University established the Educational Opportunity Program (EOP). Presently, it offers 153 students from Connecticut high schools seniors who do not meet the regular admissions criteria but have the desire and motivation the opportunity to attend Central Connecticut State University. Accepted students must complete a comprehensive five-week summer academic and residential program to begin the fall semester as full-time matriculates. During the summer, EOP students are provided an all-expense paid tuition, room, board, books and supplies. Students are registered for Math, Writing and Reading Courses. In addition, they are taught Study Skills, Time Management, Learning Skills and how to navigate university resources. During the academic years' students are provided with intrusive support and EOP Staff works closely with CCSU's faculty and university departments with assisting students with retention and graduation.

As of Fall 2021, 153 students continue to be served (47% male and 53% female). This year these students identified as 54% Hispanic, 46% Black, 35% White, 0.7% Asian, and 18% Other.

Employee Assistance Program

The University, in conjunction with the Lexington Group, Inc., offers an Employee Assistance Program (EAP). This program is a free, short-term counseling, assessment and referral service available to employees and eligible family members. EAP counselors are available for six sessions of short-term counseling. The EAP offers confidential assistance to employees in the identification and resolution of personal problems. Its' objective is to reduce problems in the workforce and to retain valued employees. The Lexington Group also provides seasonal newsletters with tips for healthy living and stress relief. During the reporting period, 25 cases were opened, 90 clients were served, there were 11 management contacts, there were 0 management consultations, and 27 cases were closed. The annual utilization for the EAP was 8%.

Employee Appreciation

Normally, the Human Resources Department holds an annual recognition ceremony to recognize long term CCSU faculty and staff and all employees who retired within the current academic year. The President's Office holds an Administrative Professionals Day Appreciation Luncheon, and the President's Office also holds a CCSU Faculty and Staff End-of-Academic-Year Campus Picnic celebrating our student's successes. Unfortunately, due to the COVID-19 pandemic, CCSU staff were not fully called back to campus until June 4, 2021, therefore, the aforementioned events were unable to be held for this academic year.

Institutional Advancement

The CCSU Foundation, Inc., sponsored events for such organizations as the Connecticut Alliance to End Sexual Violence, Eleven28 Entertainment Group, Hospital for Special Care, Connecticut Anti-Defamation League, National Association for the Advancement of Colored People (NAACP), Commission on Equity and Opportunity, Connecticut Association of Latinos in Higher Education, and the YWCA. In addition, the Foundation sponsored the Immigrant Heritage Hall of Fame Induction Ceremony and Gala; Girl Scouts of Connecticut Breakfast Badge Award; Prudence Crandall Center, Inc., Celebrating Hope Annual Fundraising Breakfast; Out Film CT – Connecticut LGBT (lesbian, gay, bisexual, and transgender) Film Festival; and Wheeler Clinic's Farm to Table Gathering, *Celebrating 50 Years of Care*.

Scholarships assisting in the diversification of our CCSU student population are as follows:

Travelers EDGE – Empowering Dreams for Graduation and Employment

CCSU's Travelers EDGE (Empowering Dreams for Graduation and Employment) Scholars Program is a mature, grant-funded program offering full tuition, fees, and book scholarships to program participants. Travelers EDGE leverage the strengths of the University with those of The Travelers Companies. Working with specific pipelines of students, the objectives are to retain students in business or business-friendly majors through to completion to degree attainment, while simultaneously developing career-ready qualified professionals to the insurance and financial services industries. Travelers' goal is to build a pipeline of qualified workers while specifically targeting first-generation and underrepresented groups from Hartford and New Britain. Key elements of the program are academic support and coaching, peer mentoring, and the executive mentoring necessary to build the mindset and skills necessary to succeed in academics, internships, and on to career. Eligible students who meet GPA criteria earn the opportunity to interview for robust experiential learning via internships at Travelers.

An agreement with the Pratt & Whitney Aircraft Quality Engineering Scholarship Program at CCSU continues. The scholarship will enhance a pipeline of qualified workers to the aircraft industry while building awareness of careers in the aerospace quality-engineering field. A key element of the program is the recruitment of students from CCSU's existing network of community and school-based collegiate awareness programs to ensure that scholarship recipients represent diverse social, economic, educational, and cultural backgrounds.

CCSU built upon the experience to attract its seventh and eighth Freshmen Cohorts, each consisting of up to five incoming Travelers EDGE Scholars. These students attend specific high schools in the program's talent pipeline. Now in its fifth year as recognized pipeline partners, New Britain High School (NBHS) Academy of Finance Program continues to put forth talented students. Each partner school also receives separate grant funding to assist in critical components targeting student success and professional development.

Lessons learned from the close attention given to this program are shared with Travelers and across the Travelers EDGE Partner System, internally at CCSU with faculty members with whom Dr. Wall shares ideas, and in committee work such as with the School of Business. Dr. Wall has spoken at numerous academic conferences about important lessons drawn from her work. In AY 2020-2021, the Travelers EDGE Program once again identified area professionals (SME's) who work directly with Travelers EDGE Scholars on an as-needed basis to

support their learning. Specifically, these professionals work as “academic coaches” in math/statistics and accounting. Additionally, a new coach to serve students enrolled in Actuarial Science and Computer Science and who enrolled in higher level mathematics and statistics courses, was hired. SME’s are typically graduates of CCSU Masters’ Degree programs, and in their service to the Travelers EDGE Scholars, work directly under Dr. Wall’s direct supervision. Often, these Coaches share a diverse, cultural background like those the Travelers EDGE Program serves. Academic institutions including those that focus on meeting diversity missions such as the University of Connecticut, Morgan State University, the University of Minnesota, and Georgia State University are also part of the larger Travelers EDGE program.

CCSU continues to define itself as an excellent partner that produces exceptional results. Metrics such as GPA and number of interning Scholars indicate the program’s goals of creating career-ready individuals, are evidence of our commitment to program goals. In terms of GPA, 29% of Travelers EDGE Scholars receiving Dean’s List Honors (Spring 2021), including one student who earned President’s Honors. In Fall 2020, 26% of scholars made Dean’s List. In AY 2020-2021, 2 scholars completed their bachelor’s degree. Of those, 1 accepted full-time offer at Travelers, 1 accepted a full-time offer outside of the IFS industry.

CCSU’s Travelers EDGE program places emphasis on preparing its participants for internship opportunities at Travelers. CCSU is recognized in the partnership for the highest retention and graduation rates, as well as the highest conversion rate to full-time opportunities at Travelers. These metrics also produce ongoing awareness of the strength and readiness of academic programs at CCSU. To this point, going forward into AY 2020-2021, CCSU remains a preferred partner in Travelers prestigious Financial Leadership Development Program (FLDP) as Summer Interns who then have the opportunity to convert to full-time. Three CCSU students were selected for this elite Internship program, and two Travelers EDGE Scholars accepted full-time positions in FLDP. Additional leadership development programs followed FLDP into making CCSU a targeted and strategic recruiting partner. CCSU continues to place students in Leadership Development and Development Program summer internships, including the Technology and Innovation Program (2), Actuarial and Analytics LDP (1), and Product Management Development Program which included non-EDGE students.

Overall, our Travelers EDGE Program produces a retention rate in the mid-ninety percent range. To-date, all but three Travelers EDGE Scholars who interned during his or her tenure in the program-and who then graduated-has converted to full-time employment with Travelers or within the Insurance and Financial Services Industry. Thus, CCSU Travelers EDGE fulfills the dream of opportunity through college access, academic excellence, internship success, graduation, and importantly to Travelers, CCSU remains a beacon of success within the academic partner institutions that comprise this wonderful diversity partnership.

The Travelers EDGE Program scholars worked hard during the pivot to online courses. The program produced the following statistics for the period of August 2020 to July 2021:

Dean's List Honors, Fall 2020 = 26% (6 of 22 students); 2 Students made President’s List

Dean's List Honors, Spring 2021 = 29% (6 of 21 students); 1 Student made President's List

In AY 2020-21, 2 students completed Bachelors’ degrees in their major field of study:

1 accepted full-time offers at Travelers in Accounting

1 accepted a job opportunity outside of the IFS cluster in data analytics

In AY 2020-2021, CCSU remained a preferred recruiting partner for the prestigious Financial Leadership Development Program, placing 2 students in the full-time program from Travelers EDGE, and 3 in the in the early finance and FLDP Summer Internship program. This is notable given the remote nature of summer internships in summer 2021 given the continuing pandemic.

- 100% of students were eligible to intern at Travelers in Summer 2021. 20 of 21 students (95%) successfully completed summer internships.

Lavender Graduation

Lavender Graduation is a program that began in 1995 at the University of Michigan and now takes place in colleges and universities across the country. It celebrates the academic achievements of lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally (LGBTQI/A) undergraduate and graduate students. This event acknowledges the unique challenges, experiences and accomplishments that these students face during their pursuit of higher education and thanks them for their contributions to campus life, diversity and their fields of study. Having completed degrees in higher education and become positive role models for younger LGBT students, this ceremony also thanks them for their perseverance through sometimes turbulent and hostile life and school experiences.

This program was first brought to CCSU as a capstone project completed by two students of the graduate program for Counseling in Student Development in Higher Education. It is now an institutional effort offered annually by the CCSU LGBT Center and the Office for Equity and Inclusion. Since 2010, CCSU has recognized 125 LGBTQ and Ally students in our annual Lavender Graduation Ceremony, and we expect about 10 students to participate in 2022. Each Lavender Graduate receives a certificate of recognition and a rainbow cord and tassel to wear during commencement exercises.

Minority Recruitment & Retention

To continue to enhance the recruitment program, the Office for Equity & Inclusion and Human Resources work with the SUOAF/AFSCME Minority Recruitment and Mentoring Committee (MRMC) and AAUP Minority Recruitment and Retention Committee (MRRC) to develop strategies to attract a diversified pool of applicants for employment.

The **AAUP (Faculty) MRRC** is charged with the responsibility of assisting search committees to recruit members of minorities and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will satisfy the above purposes. Last year the University awarded \$850 to one (1) Asian male and one (1) Asian female in Physical Education Human Performance and Manufacturing & Construction Management.

The SUOAF/AFSCME MRMC (Professional Non-Faculty) is charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process has been followed. The committee ensures that mentoring arrangements are available for newly appointed minority employees. The mentors are charged with responsibility for enhancing the professional development of minority employees during the first 1-6 years of their appointments and during the first three years in a new position or reassignment. The program eligibility was changed from three to six years and it now includes employees who are promoted to a higher-level position. It is important to note that COVID 19 made it difficult for eligible members to participate in as many activities as they did in previous years. During the reporting period, two (2) members of color received funding to participate in professional development activities. The committee also contributed to several recruitment subscriptions and sponsored two online workshops, one on Social Security and another on Emotional Intelligence.

Performance Excellence Award for Support Staff

The Performance Excellence Award for Support Staff is designed to distinguish individuals or teams for their contributions to the University. These employees consistently exhibit performance and behavior that exemplify the University's values. Permanent classified employees and Management/Confidential employees who are at or below salary grade 35 are eligible to be nominated for this award. The Award is presented during Employee Appreciation Week each year. Unfortunately, due to the COVID-19 pandemic, the CCSU staff were not fully called back to campus until June 4, 2021, therefore, this award was unable to go forward this year.

Red Flag Campaign

In the fall semester, the Office of Victim Advocacy leads the Red Flag Campaign, a national campaign dedicated to raising awareness about healthy and unhealthy relationships. In Fall 2020, five students were selected to work, volunteer, and/or intern in the Office of Victim Advocacy to assist with this campaign. Students participated in a training session about dating violence, healthy relationships, and violence prevention, and then worked together to plan the semester-long campaign with the guidance of the victim advocate.

The Red Flag Campaign consists of six main components: Red flag placement; information tables; presentations; a poster campaign; social media; and a campus-wide event. However, due to COVID 19 many events had to be held virtually.

- *Red Flag placement:* The Red Flag Campaign includes a visual element of placing physical red flags in locations on campus to bring awareness to the campaign. Over 100 individual flags were placed in high traffic areas on the CCSU campus, including along walkways around the Student Center and around Vance Lawn. In addition, lawn signs were placed near the flags with the message "Blue Devils say something when they see a relationship red flag" and the Office of Victim Advocacy social media accounts. The goal of the lawn signs was to provide more information about the campaign and the meaning of the flags for people who saw them.
- *Information tables:* Due to COVID 19 the campaign was not able to host information tables in the Student Center during the semester to provide information about healthy relationships and victim advocacy. Information tables typically include an activity such as trivia to engage students who visited the table.
- *Classroom presentations:* Student staff worked with the victim advocate to develop a 15-minute virtual classroom presentation about the Red Flag Campaign and healthy relationships. In an email sent to the entire campus community, faculty members were encouraged to invite the victim advocate and a student staff member to their class to give a virtual presentation about the campaign. During the Fall 2020 semester, the Office of Victim Advocacy conducted 9 virtual classroom presentations. Number of student contacts: 250 (approx.)
- *Poster campaign:* The Red Flag Campaign provides posters for campuses utilizing the campaign. These posters depict information about unhealthy relationship "red flags." Posters were distributed around the CCSU campus.
- *Social media:* The Office of Victim Advocacy used Instagram and Facebook to share information about the Red Flag Campaign, including photos of the flags, posters, and information tables, as well as graphics with information about healthy relationships.

Ruthe Boyea Women's Center

The Ruthe Boyea Women's Center exists to provide resources, to advocate, to inform, and to support personal development. The Center offers a variety of services for and about women. The Center sponsors educational and cultural programs designed to promote gender equity, knowledge of women's rights issues, leadership, and

independence. It offers information and applications for scholarships pertaining to women including the Ruthe Boyea Scholarship. The Center encourages understanding and cooperation among women of varied socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. The Center aims to help find victims of violence, assault or harassment find the resources they need and act as their advocates in the process.

Latina Leadership and Personal Development Support Group: A weekly support group for and about Latina women. The goals of the group are to empower and support participants to successfully adjust to college life and effectively use their college experience to achieve their educational and career goals.

United Sisters Leadership Group: A weekly support mentoring and empowerment group for African American females. Discussions related to balancing academic and family responsibilities, and the development of leadership skills.

School of Engineering, Science, and Technology (SES&T) – Student Services Center

The Student Services Center provides academic advising to declared and undeclared majors in the School of Engineering, Science, and Technology. We effectively communicate available co-ops, internships, and job opportunities and establish close personal and institutional relationships with local manufacturing companies, and secure internship and co-op positions for SES&T students. The Center provides tutoring in various academic areas. Faculty serve as role models and mentors for students who are enrolled in the School's programs and provide students with access to specialized equipment beyond the regular classroom and laboratory. Student employees staff the Center. Special attention is paid to ensure a diverse student workforce in the Center.

SES&T Activities Contributing to Recruitment of Students from Underrepresented Groups

The Technology & Engineering Education Department - Advisor, P. Foster

The TEE Collegiate student club members volunteer their time to assist and judge at the following CCSU and State Association events throughout the year:

- FFL (First Lego League Robotics) student competition.
- The annual Sea Perch Submersible Robotic Competition was canceled due to COVID-19.
- The Electra-thon – electric vehicle competition was canceled due to COVID-19.

The Technology & Engineering Education Department - Advisor M. Dischino

The Central CARES student club sponsors the national program for "Go Baby Go" that puts disabled and immobile children into small electric cars. All plans were canceled due to COVID-19.

Computer Science Department - K-12 computer science support.

CCSU CS department has a long history of collaboration with CTCSTA (CT Computer Science Teachers Association). On the near horizon, in the state is certification for K-12 computer science teachers. Several of the legislators spoke about this at the CS4CT summit and the App Challenge. According to the chairperson of the Connecticut Board of Education, no university in CT offers any formal training for CS teachers. We would like to step up and offer the AP courses AP Computer Science, and AP Computer Science Principles. Plans were canceled due to COVID-19.

Engineering Department - "CCSU All Girls STEM Summer Program," (Dr. Luz Amaya and Dr. Nidal Al-Masoud):

The CCSU All Girls stem program, non-residential summer program for female high school students from New Britain and surrounding areas was canceled due to COVID-19. Outreach is continuing to the students in effort to inspire the next generation of female engineers and scientists to explore different aspects of what it means to be in a STEM related field. Participants will engage in activities that highlight different engineering and science disciplines under the guidance of CCSU faculty, staff, and students.

Engineering Department - National Summer Transportation Institute” (NSTI) (Dr. Bin (Brenda) Zhou)

National Summer Transportation Institute (NSTI) program was canceled due to COVID-19 but plans are in motion to offer the program next summer. The goal of this program is to improve Science, Technology, Engineering, and Math (STEM) skills by providing high school students, minorities, young women, and disadvantaged youth with awareness regarding careers in transportation and to encourage them take transportation-related technical curricula in pursuit of a transportation career.

Young Engineers Summer STEM Workforce Development program for 7th-9th grade students, and many programs developed by SEST faculty for youth from 2nd-12th grade in cooperation with Continuing Education. The program was canceled due to COVID-19.

An Industrial Advisory Board contributes significantly to the program development by providing expertise and knowledge of current technologies and creating alliances with regional industries. Each program which is accredited from national organizations in SEST shall have an Industrial Advisory Board composed of appropriate industrial representatives. The Board assists and recommends to faculty and administration matters concerning: student recruitment, evaluation and suggesting modifications of existing programs and courses, analysis of needs and the development of new courses and programs to meet the identified needs and assist in recruiting and advertising for full-time and part-time faculty positions in the school.

Christa Sterling, Director of Continuing Education, coordinated the program. csterling@ccsu.edu

There were many faculties from SEST who were involved in the program - Tech It Out. There were six (6) online programs that served 47 kids during summer 2021. Following is a list of the programs and how many students were involved:

Program Title	#of Students
The Magic of Multimedia	8
Game Design: Coding Videogames with Scratch	6
Waveform Warriors	7
Sea Perch & Vex	7
E-Sports	10
Drones & Vex with Visual Coding	9

SEST is home to several student clubs/associations, including, but not limited to: National Society of Black Engineers, the Society of Women Engineers, International Society of Automation, Engineers without Borders, Society of Automotive Engineers: Formula, American Society of Mechanical Engineers, Society of Manufacturing Engineers, Institute of Electrical & Electronics Engineers, Association of Technology, Management & Applied Engineering, Technology & Engineering Education Collegiate Association, Lunar Exploration Club, Multi-Powered Vehicle Club (formerly Human Powered Vehicle), Construction Management Club, Chemistry Club, Biology Club, Computer Science Club, Geology and Planetary Sciences Club, Math Club, Physics Club, Sigma Gamma Epsilon (Theta Zeta Chapter), CARES Club, and Combat Robotics Association.

Stand Up CCSU Campaign

Every Spring semester, The Office of Victim Advocacy runs Stand Up CCSU, a student-led violence prevention campaign that focuses on the prevention of sexual assault, intimate partner violence and stalking through

bystander intervention. Each Fall, recruitment begins for the Stand Up CCSU Community Organizer program. After an application and interview process, students are elected to be a part of the program in addition to those student workers already working in the Office of Victim Advocacy. Unfortunately, due to COVID 19 this program was cancelled for Spring 2021.

At the start of the semester, the student organizers participate in two training sessions on sexual and interpersonal violence and prevention strategies. This training is primarily facilitated by the CCSU victim advocate and includes a conversation with the Campus Advocate from the YWCA New Britain Sexual Assault Crisis Service. At the conclusion of these trainings, the students develop a plan for the semester's programming initiatives. Students have weekly office hours in the Office of Victim Advocacy, during which time they work together to plan and implement educational opportunities for the campaign. In addition, students participate in regular team meetings to ensure all students are actively engaged in the campaign planning.

The Stand Up CCSU campaign consists of five main components: Information tables; classroom presentations; a poster campaign; social media; and a campus-wide event.

Information Tables: Organizers regularly table in the Student Center. They provide resources on advocacy as well as bystander intervention. Information tables typically include an activity such as trivia to engage students who visit the table. Unfortunately, during the Fall 2020/Spring 2021 semester all events were canceled due to the campus shutdown in response to COVID-19.

Classroom Presentations: Organizers work with the victim advocate to develop a 15-minute classroom presentation about the Stand Up CCSU campaign and bystander intervention. In an email sent to the entire campus community, faculty members are encouraged to invite the victim advocate and a Stand Up CCSU student organizer to their class to give a presentation about the campaign.

Poster Campaign: Community organizers develop a poster campaign with messages about victim advocacy and violence prevention. They create unique posters that are posted to the Office of Victim Advocacy social media accounts. Because of the COVID-19 shutdown, physical copies of the posters were not printed and distributed on campus.

Social Media: Photos, events, poster campaign promotion and links were shared on an on-going basis on Facebook, Twitter and Instagram. In place of a campus-wide event, organizers contributed to a video that was shared on social media with messages about how they stand up against violence. This video was shared on "Stand Up Day," the day that the campaign would typically host an on-campus event to educate students about bystander intervention. On Denim Day, an international day against victim blaming, organizers contributed photos wearing denim and sharing information about victim blaming. In addition, organizers participated in the "30 Days of Sexual Assault Awareness Month" during April and created posts to highlight sexual assault awareness month.

Stand Up Day: Organizers planned a campus-wide event to be held in April called Stand Up Day. This event would include other campus departments and community resources to share information about sexual assault, victim advocacy, and bystander intervention. Due to the COVID-19 campus shutdown, this event was canceled. In place of an in-person event, organizers created video messages about standing up against violence that were posted to the Stand Up CCSU social media accounts.

University Ombudsperson

The Office of the University Ombudsperson provides an extensive service that facilitates fair and equitable resolutions to concerns that arise within the university. The Office remains a strategic part of CCSU's commitment to pursuing educational excellence with productivity, due process, and fairness. The practices of the Office of the University Ombudsperson reflect the values and principles expressed in the University's mission and vision statements.

The Office of the University Ombudsperson advocates for fairness, equity, justice and humane treatment at CCSU. From these principles, the University Ombudsperson offers an impartial, objective, informal alternative for resolution of concerns for students, faculty, staff and management. Acting as an impartial third party, the University Ombudsperson informally investigates complaints, resolves differences through mediation, expedites processes or advocates for specific actions and, based on experience in dealing with individual cases, presents options for procedural changes within the University. To the extent permitted by law, consultations with the University Ombudsperson are confidential. The Ombudsperson reports directly to the University's President. In the 2020-21 academic year, the University Ombudsperson handled 26 cases.

Work Life Balance

The CCSU Work-Life Balance Committee, a sub-committee of the Committee on the Concerns of Women (CCW), is focused on providing leadership in facilitating the integration of work and study with family/personal life at Central Connecticut State University. Our mission supports the broader goals of creating a healthy and productive environment for men and women across the life span and contributing to the well-being of future generations.

Over the past decade, academic institutions have increasingly begun to focus attention on the importance of work/family issues for students, faculty, and staff, generating rapid growth in the number and variety of campus programs designed to address work/family needs. Our focus is to encourage the University to develop strategies for all members of the campus community to better balance their Work-Life arenas. We believe it is necessary and important to work with individuals from various organizations and groups on campus in order to achieve this important endeavor. We believe that it is our responsibility to assist faculty, staff, and students in creating the best work-life balance possible. To this end, we have created various resources to aid in this goal.

In response to a recommendation by CCW, the President of the University has appointed a representative in Human Resources who devotes 10% of his/her workload to managing Work-Life balance resources. This representative serves on CCW's Work-Life Balance Subcommittee, providing support and guidance for campus work-life balance initiatives.

With financial support provided by CCW and Human Resources, CCSU is an institutional member of the College and University Work Family Association (CUWFA) which maintains an active website and listserv and holds an annual national conference each year. The association provides advice and support for Work-Life initiatives at institutions of higher learning.

CCW has established a "clearinghouse" website (www.ccsu.edu/wlb) that serves as centralized places for information on available resources, services, and programs on or related to work-life balance issues.

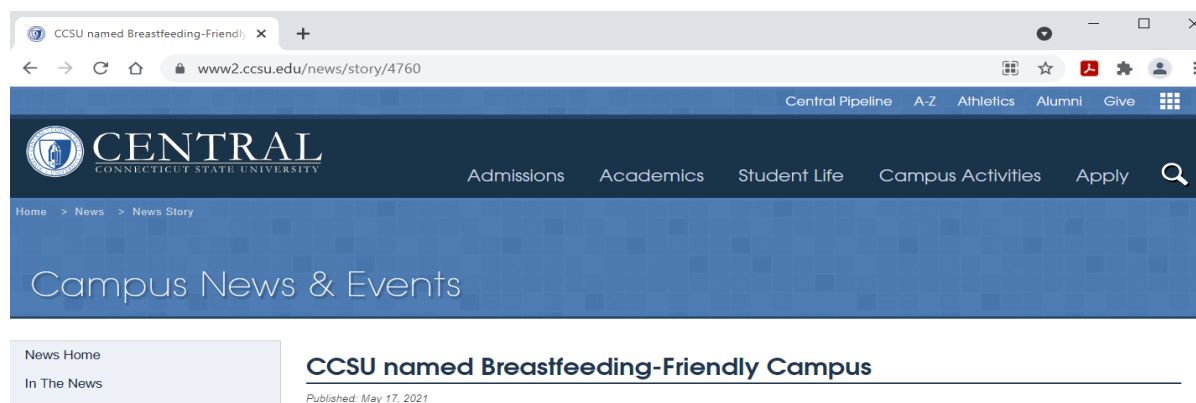
With the university still operating under the constraints of COVID and the time needed to have conversations were with key people needing to shift their focus on having a safe campus community, the subcommittee decided to focus on an area that was pending for some time to get it to closure which was the Breastfeeding Friendly Campus Distinction; a designation given by the Connecticut Breastfeeding Coalition. They also were able to collect and post some helpful Parenting during COVID-19 resources to their website.

The subcommittee finalized and submitted the application to the Connecticut Breastfeeding Friendly Coalition for Central Connecticut State University. “The Breastfeeding-Friendly Campus Award recognizes colleges and universities who support and protect the rights of all breastfeeding mothers, students, employees, and visitors on their campuses through guidelines, accommodations and an overall culture that recognizes the importance of helping mothers achieve their breastfeeding goals.”

The committee received notice on March 12, 2021 that the University received the distinction. The University was then awarded the distinction on May 17, 2021 in a small ceremony. This designation should help attract and retain students of all backgrounds and contribute to goals of an inclusive, family-friendly campus for traditional and non-traditional students.

Ceremony: CCSU Named Breastfeeding-Friendly Campus

5/17/2021 - <https://www2.ccsu.edu/news/story/4760>



The Summer Bridges Program

This prepares students for the challenging transition from high school to college, between high school graduation and matriculation at the university for the fall semester. The Summer Bridges Program consists of a partnership with the CCSU English and Mathematics Departments and serves students from all areas of Connecticut. Due to Covid-19, the summer 2021 program was cancelled.

College Internships and Practicums

The purpose of the Graduate Internship and practicums is to provide an on-the-job training and development experience for students in a variety of disciplines who are exploring careers in their respective fields. Internship and practicum opportunities are available across all disciplines, including but not limited to, teacher education, design, nursing, anesthesiology, art, archeology, engineering, technology, construction management, theatre, geography, accounting, education leadership, exercise science, psychology, modern languages, mathematics, marriage and family therapy, marketing, finance, music, information systems, history and counseling.

An internship provides practical work experience in an occupation or profession. The work experience may be part-time or full-time and extend over any semester. Most students seek internships during the summer, while others seek part-time internships during the fall or spring semester. Interns may work for either the same or different employer for each program. This flexibility allows sampling different career paths and employers of different sizes, locations, and industries. Students may start their internship at any time however, it is best when they have completed some course within their major area of study. Junior or senior year would be the best time for the most rewarding experience, especially if only fulfilling the minimum requirement.

Cooperative Education (Co-op) Internships

Cooperative Education (Co-op) provides practical work experience in an occupation or profession. The co-op work experience is typically full-time and lasts for 6 months. During a co-op, students may take the semester off from school completely, take a class or two while working, or maintain a full course load; however, the latter is not recommended. You may do one or more co-ops for the same or different employer each time. This flexibility allows you to sample different career paths and employers of different sizes, locations, and industries. For co-op, it is best to have completed some courses within your major area of study. Junior or senior year would be the best time for the most rewarding experience, especially if only taking one co-op rotation.

An internship provides practical work experience in an occupation or profession. The work experience may be part-time or full-time and extend over any period. Most students seek internships during the summer, while others seek part-time internships during the semester. You may intern for the same or different employer each time. This flexibility allows you to sample different career paths and employers of different sizes, locations, and industries. You may start interning at any time; however, it is best to have completed some courses within your major area of study. Junior or senior year would be the best time for the most rewarding experience, especially if only fulfilling the minimum requirement.

During the reporting period (Fall 2020 and Spring 2021), CCSU had 11 students participated in the co-op program throughout various businesses and organizations with the State of Connecticut including on the campus in various departments of Central Connecticut State University. Out of those seventeen students, five students participated in a second co-op opportunity during the following spring semester. The students served were: 6 White males, 2 White females, 1 Hispanic female, 1 Asian male, and 1 unknown male.

Girls in STEM Program

The Women's Center along with the Connecticut Women's Education and Legal Funds (CWEALF) sponsors an annual Girls and STEM Expo at Central Connecticut State University. This one-day expo held on our campus for selected high school girls in CT is one of the many annual events sponsored by us to engage young women in the field of STEM (Science, Technology, and Engineering & Mathematics). Led by CCSU women faculty, staff and students, these high school students are engaged in hands on workshops and team building exercises that will encourage and inspire a career in STEM.

As a result of the campus closing in March 2020 due to the Covid-19, the program was canceled for Spring 2020/2021.

CCSU Climate Surveys

In Fall 2019, a suite of three campus climate surveys from the Higher Education Research Institute (HERI) at the University of California Los Angeles (UCLA) were selected for administration in Spring 2020 (Table 1). These surveys were selected using two main criteria – first they are climate surveys and secondly, they provide national benchmark information that will be invaluable in helping to put the results into context and in setting realistic expectations. The surveys were administered simultaneously to students, faculty and staff from February through mid-March. Initially, the surveys were scheduled to remain open until the end of April but had to be closed early due to the coronavirus. Results from the surveys were received in September 2020.

The information for the Faculty survey was shared with the campus community in an open forum on April 6, 2021. In November of 2021 results for the Staff survey were discussed in an open forum with the campus community.

Table 1. Surveys Administered to Faculty, Staff and Students

Population	HERI Survey
Students	Diverse Learning Environments Survey
Non-Instructional Staff	HERI Staff Climate Survey
Instructional Faculty	HERI Faculty Survey

As alluded to previously, the pandemic has disrupted the administration of the surveys. When the University pivoted to remote operations in March 2020, Central determined that in order to preserve the integrity of the data, all three surveys needed to be closed immediately – any responses collected after remote operations began would skew the data. While we are confident that this was the appropriate action, HERI did not provide any guidance to institutions regarding whether to keep the survey open or to close it thereby minimizing the impact of a truly unique situation. Rather, they allowed institutions to keep the surveys open longer, an additional month for the staff survey and 7 months longer for the faculty survey. At this time, it is unclear how this varied institutional response has impacted the benchmark data that have been received.

Prior to the selection of the HERI surveys, the plan was to administer each survey annually for a period of three years to establish a baseline. The HERI climate survey was administered to staff and students in Spring 2021, while at the same time, faculty received an in-house climate survey. Administering these climate surveys aligns with Goal 3 of Central’s Strategic Plan. Results of the survey are being discussed with the entire CCSU community during the Fall 2021 semester.