EXTERNAL COMMUNICATION and RECRUITMENT STRATEGIES
Section 46a-68-80

Central Connecticut State University has put itself on public record that it is an Affirmative Action/Equal Employment Opportunity employer. Throughout the reporting period and prior to recruiting for position vacancies, the University initiates and undertakes aggressive positive relationship-building to ensure that affirmative action is more than a paper commitment. Consistent with this effort:

The University has developed a means of recruiting goal candidates for current positions. Recruitment strategies designed to ensure opportunities for all qualified applicants begin at the basic level of the employment process. The University’s recruitment plan is designed to secure ongoing relationships and develop additional recruiting sources while cultivating recruitment programs as required by Subsection (c).

The Chief Diversity Officer (CDO), with support from other University officials, maintains on a continuing basis, a list of individuals, publications, groups, and organizations, and a list of regular recruiting services representing protected groups. Written expression of the University’s commitment to affirmative action and equal employment opportunity and notices of job availability are sent regularly to these recruitment resources which are capable of referring qualified applicants for employment. All advertisements and position announcements contain a statement of the University’s commitment to affirmative action and equal employment opportunity.

All employment advertisements contain a reference to the University’s commitment to affirmative action and a statement that the University is actively seeking members of underrepresented groups to diversify its workforce. No advertisements exclude people by gender or age, except in the case of a bonafide occupational qualification or need.

The CDO, in conjunction with other members of the University community, makes personal contacts with local, state and national recruitment sources. These efforts are designed to maintain frequent contact with protected class groups, organizations and resource agencies. New contacts are continually sought.

Employment advertising publication sources include media that target an underutilized class audience in the labor market areas most relevant for filling a vacant office position or position classification.

The Chief Diversity Officer and ODE staff directly oversees all Search committees. The Office of Diversity and Equity (ODE) reviews all notices of position vacancies, applications and the candidate pools to ensure that qualified goal applicants are included and selected for interview. When the candidate pool is void of qualified goal candidates, the ODE has sufficient time to request that the search be extended in order to engage in additional recruitment efforts.

The University’s recruitment strategies include placement goals for all job openings. Vacancy notices are posted in their respective occupational category on the University’s web page. The ODE posts employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office.

The ODE reviewed resumes and applications of candidates, including goal candidates, to further ensure that the interview pools are diverse, as part of the University’s recruitment plan. Where the staff found that the interview pools did not include goal applicants and were not diverse, the CDO or Associate reviewed other candidates for consideration.
Notices dated March 30, 2016 stating that the University is an Affirmative Action/Equal Employment Opportunity employer was sent to all unions that represent the University's employees for collective bargaining purposes. Such notice contains an invitation to review and comment on CCSU’s Affirmative Action Plan.

The Chief Financial Officer and the Chief Administrative Officer are responsible for overseeing contract compliance requirements covered by Conn. Gen. Stat. Sections 4a-60 and 4a-60a.

The University encourages and solicits the participation of minority business enterprises meeting qualifications established under Connecticut General Statute 4a-60g and 4a-61or 32-9e. All bidders, contractors, subcontractors and suppliers of materials and services to the University received notification of the University’s Affirmative Action/Equal Employment Opportunity policy. The notice includes a statement that the University will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials or found to be in violation of any state or federal anti-discrimination law. Further, the University does not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials that discriminates against protected group members and promptly reports any behavior inconsistent with state or federal anti-discrimination law to the Commission on Human Rights and Responsibilities or other appropriate authorities for investigation. The University encourages bidders, contractors, subcontractors, and suppliers of goods and services to develop their own affirmative action plans.

The University engages in concerted agenda with the Department of Administrative Services, Permanent Commission on the Status of Women, Department of Labor (Job Service), Department of Economic Development or any other pertinent agency to coordinate and unify the implementation of the above activities, and to eliminate unnecessary duplication of effort and expense.

In accordance with the State of Connecticut Records Retention guidelines, the University maintains the name and address of each organization, recruiting source, bidder, contractor, subcontractor, supplier of materials, publisher and union receiving notice of the agency policy, date of notice, and copies of all communication, statements, advertising and contract provisions with the above groups or individuals. Where the cooperation of another agency is essential to the implementation of activity undertaken pursuant to this section, the University shall keep record of each instance of contact with the agency whose cooperation is requested and the outcome thereof.
**CONTRACT COMPLIANCE/SMALL BUSINESS SET-ASIDE ACTIVITIES**

The Chief Diversity Officer worked with the Chief Finance and Chief Administrative Officers to ensure compliance with the Connecticut General Statute Section 46a-60, Contract Compliance.

In compliance with Section 46a-68-35, the University has consistently put itself on public record as being an affirmative action/equal opportunity employer.

Central Connecticut State University submitted its Small and Minority Business Set-Aside goals for fiscal year 2014-2015 to Department of Administrative Services (DAS) Business CONNections and the Commission on Human Rights and Opportunities (CHRO) in July 2014. The University received a notice September 18, 2014, which outlined its requests, the approved DAS goals, and an explanation of the course of action taken to establish the goals approved by DAS.

The University’s Small Business Enterprise (SBE) and Minority Business Enterprise (MBE) allocated funds for fiscal year 2015-2016 were $1,234,529. The goals for Small/Minority Business Enterprise was $308,632.25 and Minority Business Enterprise was $77,158.06. At the close of the fourth quarter of the fiscal year, the SBE expenditures totaled $7,634,941.08 (approximately 618.45% of the established SBE set aside allocation) and the SBE expenditures and the MBE expenditures totaled $2,325,578.31 (approximately 753.51% of the established S/MBE set aside goal) both of which exceed the goals set for the fiscal year 2015-2016.

During this reporting period, the purchasing manager continued to implement proactive measures designed to encourage SBE expenditures. These measures included reviewing the list of vendors to ensure that small businesses were properly identified as set-asides and letters were sent to companies making them aware of the set-aside program as well as encouraging them to become certified through the DAS Business CONNections. In addition, internal purchase-card (P-Card) users were encouraged to use small businesses when making purchases. Those purchases to small businesses were manually extracted from the University’s P-Card expenditures.

All bidders, contractors, subcontractors and suppliers of goods and services to the University were notified of the University’s policy that it would not do business with anyone who discriminates against protected class members. The following statement was included in all bids and on all purchase orders –

**Nondiscrimination Statement**

Central Connecticut State University is an affirmative action equal opportunity institution. The University will not knowingly do business with any bidder, contractor, subcontractor or supplier of materials found to be in violation of any state or federal antidiscrimination law.

All bidders, contractors, and suppliers of materials have been made aware of the University’s affirmative action policy. Every formal bid contains contract compliance regulations and bidder contract compliance report forms. A requirement to comply with C.G S. Section 4a-60 is provided to every recipient a Request for Proposal (RFP). In addition the content of C.G.S. Section 4a-60 is printed on the reverse of every purchase order, as well as any other agreement entered into between CCSU and another party in which review and approval of the Attorney General Office is conducted. The University will not knowingly do business with any bidder, contractor, subcontractor, or supplier of materials who discriminates against members of any class protected under Sections 4a-60 and 4a-61a of the Connecticut General Statutes.

For every RFP and RFQ issued, the University sent invitation to bid notices to the DAS Business CONNections, which electronically distributes said bid notices to all minority businesses who are
registered with Business CONNections. During this reporting period, invitations to bid notices were placed in the DAS Business CONNections and the CCSU Purchasing websites.

During this reporting period, the Purchasing Department maintained a web page at http://www.ccsu.edu/purchasing/currentBids.html, which listed all of the University’s currently available bidding opportunities. In addition, it provided links to the DAS web page, where small vendors can find information regarding state procurement opportunities, assistance for set-aside contractors interested in securing state contracts, a complete description of the Set-Aside Program, and how to become certified. The web page also included the Purchasing Policies and Procedures Manual so that potential bidders could obtain information regarding the processes, procedures, and regulations associated with the acquisition of products and services for the University.
GOOD FAITH EFFORTS

As required in Section 46a-68-92, the University has engaged in the initiatives articulated in subsection (a) to (d), inclusive, of this section:

RECRUITMENT ACTIVITIES DURING THIS REPORTING PERIOD

The University developed recruitment strategies that ensure opportunities for all qualified applicants, including underutilized groups as required under Subsection (B). Throughout the reporting period and prior to recruiting for position vacancies, the University initiated and engaged in aggressive positive relationship-building activities.

The University utilized search committees to fill all unclassified vacancies. Each search committee was required to develop a search plan designed to reach a broad and diverse pool of potential applicants. Further, the search committee was instructed by the chief diversity officer to make every effort to recruit underutilized and underrepresented applicants. Those efforts included aggressive advertising, sending letters with the position description to appropriate institutions, including those that have significant populations of minorities, recruiting potential minority applicants through professional organizations and at professional meetings, and networking with individuals who are likely to have contact with underutilized members.

The Chief Diversity Officer advised executive, faculty, and administrative search committees to extend searches and re-examine recruitment methods. The search committees were able to expand recruitment to enhance demographics of the applicant pool with the approval of the Chief Diversity Officer. A search may be extended or canceled if a diverse pool of applicants is not identified.

Faculty and administrative employment opportunities were advertised locally as well as nationally in order to attract large and diverse pools of applicants. Advertisements were placed in local newspapers, such as the Hartford Courant, New Britain Herald, etc. To reduce advertisement costs the University is purchasing annual subscriptions to the following: Highered.jobs.com; Diverse; and Hispanic Outlook. This allows the university to post unlimited advertisements for its positions.

Vacancies in classified occupational categories, not subject to competitive exam or where there were no certification lists were posted within the University. In addition, notices of the vacancies were sent to other CSU universities, state agencies, local and regional newspapers, the State of Connecticut Job Service, the DAS website, all unions representing qualified staff, and a number of community agencies representing protected groups.

The University posted notice of all vacancies in their respective occupational category on its web page at http://www.ccsu.edu./HumanResources/jobs.html.

As indicated above, the Office of Diversity and Equity posted employment opportunity announcements from the University, other CSU universities, State agencies, local municipalities, and private sector employers on bulletin boards adjacent to its office. Copies of these announcements as well as other equal employment opportunity information were provided upon request.

Continuous contact was made with recruiting sources and organizations capable of recruiting underutilized group members for employment. The list of recruiting sources was annually updated. Members of the University met with officials from community, social and religious organizations to discuss community building, which included recruitment for employment opportunities.

To continue to enhance the recruitment program, the Office of Diversity & Equity 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 The 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 effectuate the above purposes. Last year the University awarded $44, 910.00 to eight males and nine female minority faculty in the following disciplines: Economics, Modern Languages, Teacher Education, Nursing, Accounting, Physics and Engineering Physics, Educational Leadership, Counselor Education & Family Therapy, Counseling & Wellness Center, Geological Sciences, Computer Electronics and Graphics Technology, Sociology, Finance, Geography, and Psychology.

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 also now includes employees who are promoted to a higher level position.

During the reporting period 10 members attended a number of presentations 1) a speaker on the "Power of Positive Thinking," 2) Financial planning in today's economy, 3) a MRMC Mentoring Luncheon, and 4) presentation to new members on the MRMC/union resources. In addition, twelve members of color were funded to participate in professional development activities. The committee also contributed to several recruitment subscriptions.

Members of the Office of Diversity and Equity staff attended and/or addressed various conferences, training seminars and workshops, outside of CCSU, such as:

- Title IX and Sexual Violence Webinar (8/17/2015)
- Transgender Students on Campus Webinar (11/12/2015)
- ITBD Diversity Conference (11/19/2015)
- CT Forum on Racism (12/3/2015)
- YIK YAK and Anonymous Social Media Webinar (11/19/2016)
- CT Black, White & Shades of Grey: truth about Race and Health Disparities (3/16/2016)
- Annual True Colors Conference (March 2016)
- National Council on Race and Ethnicity (May 2016)
- Mental Health First Aid Certification (7/5/16)

When possible, the CDO or the associate attend scheduled meetings of both the Connecticut Association of Diversity and Equity Professionals and the CSU Diversity and Equity Officers group as meetings are scheduled.

The following publications and organizations are representative of those used for the publication of classified advertisements, notices posted on web pages, and distribution of employment opportunity announcements. The difference from last year to this year in terms of numbers of posting locations is based on last year’s plan covering two recruitment cycles as a result of the date change in the filing submission. The numbers in this plan are reflective of an annual recruitment period.
1. Hartford Courant
2. Diverse Jobs
3. The Chronical of Higher Education
4. Higher Ed Jobs
5. Counsel for Advancement and Support of Higher Education
6. Connecticut Law Tribune
7. Connecticut Bar Association
8. American Bar Association
9. National Association of Sentencing Commission
10. DAS
11. Hispanic Outlook in Higher Education
12. National Association for Foreign Advisors
13. Teaching English as a Second Language International Education (TESOL)
14. Region XI Listserv
15. TESOL Listserv
16. Journal of Blacks in Higher Education
17. Department of Administrative Services
18. CCSU HR Website
19. All CCSU Departments
20. Administrative Clerical Union
21. CADEP
22. CCSU Recruitment Distribution List
23. Linkedin
24. ELMAR
25. American Accounting Association
26. Career Builder
27. Black Issues in Higher Education
28. American Association of Hispanics in Higher Education (AAHHE)
29. CTAHEAD
30. AHEAD
31. NCAA News
32. CTPGA
33. NACDA
34. PGA of America
35. Financial Management Association
37. NEACAC
38. Diverse Issues in Higher Education
39. SE&T
40. NcTM
41. Society for Research in Child Development
42. The Association of Black Psychologists
43. Common Application list serve
44. New England Transfer Association List serve
45. NECBEC list serve
46. American Society of Criminology
47. CRTNET
48. Connecticut Chapter of Public Relation of Society of America
49. AEJMC Association
50. Age Work
51. Association for Black Sociologists Listserv
52. Association for Education in Journalism and Mass Communication
53. Department of Transportation
54. Department of Labor Job Bank
55. Local architecture and Engineering Firms
56. National Counseling on Rehabilitation Educations
57. Connecticut Counseling Association
58. American Counseling Association
59. Counseling Today magazine
60. National Association for Addiction Professionals
61. CT Department of Labor Job Bank
62. Permanent Commission on the Status of Women
63. CT Technology Counseling
64. Monster
65. Academy Of Management Job Bank
66. Art Search
67. Academic Keys
68. off Stage Jobs
69. Mechanical Engineering Magazine
70. Academic Keys
71. Engineering Technology listserv
72. www.nsbe.org
73. www.hacu.net
74. www.swe.com
75. www.jbhe.com
76. etd-l@listproc.tamu.edu
77. AIAA
78. ASME
79. ASEE
80. IEEE
81. www.CEC.SPED.org
82. Council on Social Work Education
83. Minority Fellowship Program Listserv
84. Direct Contact with Doctoral Program
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<td>National Latin Psychological Association</td>
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<td>44.</td>
<td>Pysch Wiki</td>
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<td>45.</td>
<td>CSU Job Posting</td>
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<td>46.</td>
<td>Electronic Mailing to Teacher Preparation Universities and Colleges</td>
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<td>47.</td>
<td>National Association of Student Personal Association (NASPA)</td>
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<td>90.</td>
<td>Minority Nursing</td>
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<td>91.</td>
<td>Connecticut League for Nursing</td>
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<td>92.</td>
<td>Linguistlist.org</td>
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<td>93.</td>
<td>CRNACareers.com (Connecticut Association of Nurse Anesthetists)</td>
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March 30, 2016

Glenn Terlecki, President
CT Police & Fire Union
50 Columbus Blvd.
Hartford, CT 06106

Dear Mr. Terlecki:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06053, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodríguez
Chief Diversity Officer

cc: President Miller

March 30, 2016

Mr. Ron McCallan, President
Connecticut Employees Union "Independent"
P.O. Box 1288
Middletown, CT 06457

Dear Mr. McCallan:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06053, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodríguez
Chief Diversity Officer

cc: President Miller
March 30, 2016

Mr. Jody Barr, President
SUOAFA-FSCME
Eastern Connecticut State University
Willimantic, CT 06226

Dear Mr. Barr:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06050, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer
cc: President Miller

Ms. Elana Tapia, CSU-AAUP Acting President
AAUP Office
Marcus White 319
Central Connecticut State University
New Britain, CT 06050

Dear Ms. Tapia:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06050, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer
cc: President Miller
March 30, 2016

Mr. Sal Luciano
Executive Director
AFSCME, CT Council 4
444 East Main Street
New Britain, CT 06051

Dear Mr. Luciano:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06053, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer
cc: President Miller

March 30, 2016

Mrs. Laila A. Mandour
Administrative Residual
A & R Local 4200
805 Brook Street
Rocky Hill, CT 06067

Dear Ms. Mandour:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU’s Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06053, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer
cc: President Miller
Mr. Robert Rinker, Executive Director
Connecticut State Employees Association
760 Capitol Avenue
Hartford, CT 06115

Dear Mr. Rinker:

As an agency of the State, Central Connecticut State University is hereby communicating to all unions that represent agency employees, that we are an Affirmative Action/Equal Opportunity Employer. You are welcome to examine our Affirmative Action Plan at any time. The Affirmative Action Plan is available on the Office of Diversity & Equity website, or you can review a copy in CCSU's Office of Diversity and Equity, located at 1615 Stanley Street, Room 102, New Britain, CT 06053, at any time between the hours of 8:00 a.m. to 5:00 p.m.

In addition, we solicit any comments you may have on our plan and/or suggestions on how we might be more successful in achieving Affirmative Action goals. Please submit all comments by June 1, 2016.

Sincerely,

Rosa Rodriguez
Chief Diversity Officer

cc: President Miller
This Email Confirms Your Application has Been Received

Thank you for your application.

We will review your application and get back to you as soon as we can.

CCSU Human Resources Department.

CCSU is an equal employment and affirmative action employer. Members of all underrepresented groups, women, veterans, and persons with disabilities are invited and encouraged to apply.
Office of Diversity & Equity

General Information

Mission
- Provide leadership for the University in its commitment to a campus environment that fosters respect for the dignity, rights and aspirations of each member of the University community.
- Coordinate the University's efforts to promote, develop and support a culturally diverse community.
- Guide the University community in the implementation of Affirmative Action and diversity strategies.
- Conduct training on the Prevention of Sexual Harassment for staff and students.
- Investigate complaints of discrimination and sexual harassment.

Staff
Rosa Rodriguez
Chief Diversity Officer & Title IX Officer
Telephone: (860) 832-0178
rosa.rodriguez@ccsu.edu

Nick D'Agostino
Associate in Diversity & Equity
(860) 832-1853
nicholas.dagostino@ccsu.edu

University Assistant
Telephone: (860) 832-1652

The Women's Center
The Women's Center is a multi-purpose program and service center for female students, staff, and faculty. Men are also welcome to use the resources. Support services for re-entry, peer education, sexual assault crisis intervention, educational programs and advocacy are offered.

Jacqueline Cobbina-Bolvin
Director
Student Center, Room 215
Telephone: (860) 832-1650
Fax: (860) 832-1677

Office of Victim Advocacy and Violence Prevention
The Office of Victim Advocacy and Violence Prevention provides services to assist and support individuals affiliated with Central Connecticut State University who have been impacted by sexual assault, relationship violence, and/or stalking. Services include assistance navigating different reporting systems, information on different options available to address safety or other concerns, referrals to campus or community entities depending on individual need and educational programming.

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
Carroll Hall, Room 248
Monday 9 a.m. – 12:30 p.m.
Tuesday 9 a.m. – 5 p.m.
Wednesday 1 p.m. – 4:30 p.m.
Friday 9 a.m. – 5 p.m.
(860) 832-3705

Department Home

AAUP Minority Recruitment & Retention Committee

SUOAQ Minority Recruitment & Mentoring Committee

ADA Compliance & Accommodations

Discrimination Complaint Procedures

Policies & Procedures

Red Flag Campaign

http://www.ccsu.edu/diversity/
Cultural Programming & Training

Resources

Search Process

Title IX

Cultural Programming & Training

The Office of Victim Advocacy and Violence Prevention

Sexual Violence Protection Program

Contact Information
Davidson Hall - Room 102

Rosa Rodriguez
Chief Diversity Officer & Title IX Officer
860-832-1653

Nick D'Agostino
Associate in Diversity & Equity
860-832-1653

Central Connecticut State University © 2016
1615 Stanley Street, New Britain, CT 06050
Equal Opportunity Employer/Educator

http://www.ccsu.edu/diversity/
Human Resources
At CCSU, we are dedicated to the health, well-being, and personal and professional growth of our faculty and staff.

The information in this section is here to help you navigate and manage your life at CCSU. You'll find important details about your benefits and University policies, forms, and information on campus job openings. On the lighter side, you can learn about the access that CCSU employees have to the many activities offered by the University and surrounding communities, including the arts, recreation, community events, and more.

The Human Resources staff helps foster a welcoming and positive work environment, encourages diversity, and creates value-added training and professional development opportunities.

If you can't find what you need here, you can reach out to any one of us. We are here to point you in the direction of appropriate resources, answer your questions, and provide sound and responsive guidance.

Sincerely,
The CCSU
Human Resources Staff

Quick Links
CORE Self-Service
Campus Map
Faculty/Staff Directory

Prudential Retirement Counselor
Natasha Bolton
(860) 832-2013

Jonathan Cheverie, CRC
(860) 832-8644

Prudential Retirement Counselors Natasha Bolton and Jonathan Cheverie will be on campus between 9:30 AM and 3:30 PM to provide retirement counseling for employees on the following days:

Monday, November 21
Tuesday, December 6
Wednesday, December 21
DAVIDSON HALL ROOM 10702

Individual sessions are by appointment only. To schedule an appointment, please contact a Retirement Counselor directly.

Human Resources Home
CCSign-Up (New Employees)
CORE Self-Service
Employee Benefits
http://www.ccsu.edu/hr/
Human Resources

Job Opportunities
As a complex institution with many departments and services, we are always looking for motivated people with the skills and experience to be productive in their own endeavors and who can also make a contribution to the University’s continued success. Below you’ll find a list of positions available at the present time.

We invite you to review the list of openings and explore those that may be a good match for your education, experience, and career aspirations. If you find a position for which you are qualified, please begin the application process:

1. Click the "Apply Now" button at the top of the posting.
2. Complete the online Applicant Data Page.
3. Follow the instructions for submitting the documents listed in the posting.

We will acknowledge receipt of your online application after it is submitted by email to the address you supply.

CCSU is an equal employment and affirmative action employer. Members of all underrepresented groups, women, veterans, and persons with disabilities are invited and encouraged to apply.

Current Openings
Management, Faculty (Instructional, Librarians, and Counselors), Administration
Adjunct Faculty, University Assistant, & Classified Positions

Human Resources Home
CCSign-Up (New Employees)
CORE Self-Service
Employee Benefits
Forms
Hiring Process
Human Resources Staff
Job Opportunities
Labor Relations
Part-Time Faculty Information
Payroll Information
Policies

http://www.ccsu.edu/hr/jobopportunities.html
Hi Nick,

The attached, local distribution has been used for the classified searches below:

- C15-069: Clerk Typist (Recruitment and Admissions)
- C15-066: General Trades Worker
- C16-020: Police Officer/Protective Services Trainee

Thanks,

Olivia Roman
Associate in Human Resources
Central CT State University
1615 Stanley Street
Davidson Hall, Room 101
New Britain, CT 06050
Tel: (860) 832-1753
Fax: (860) 832-3197
Email: Olivia.Roman@ccsu.edu

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Hi Olivia,

Do you know which searches we have utilized the recruitment list for? I want to make sure we reflect it in the AA Plan correctly.

Thank you,

Nick

Nicholas D’Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102
1615 Stanley Street, New Britain CT 06050
(860) 832-1653
Nicholas.DAgostino@ccsu.edu
<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Attention</th>
<th>Address</th>
<th>City</th>
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<td>06002</td>
<td><a href="mailto:bahurcho18@esnet.net">bahurcho18@esnet.net</a>; <a href="mailto:mstnic070805@yahoo.com">mstnic070805@yahoo.com</a></td>
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<tr>
<td>Billings Forge Community Works - help share community related opportunities such as job postings through our various networks. It includes individuals who live and work in Hartford, non-profit organizations (youth, education, housing, social services, FBO and CBOs) as well as the public and private sector.</td>
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<td>Hartford</td>
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<tr>
<td>c/o Bishops Corner Library</td>
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<tr>
<td>Citadel of Love</td>
<td>550 Main Street</td>
<td>Hartford</td>
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<td><a href="mailto:romanian@newbritainct.gov">romanian@newbritainct.gov</a></td>
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<td>CCSU - Willard Hall, Room 110</td>
<td>1615 Stanley Street</td>
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<td>100 Peak Street</td>
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<td><a href="mailto:info@chaelth.org">info@chaelth.org</a></td>
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<tr>
<td>Career Agent</td>
<td>500 Main Street</td>
<td>Hartford</td>
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<td><a href="mailto:learning@bplct.org">learning@bplct.org</a></td>
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<td>CURET Caribbean Resource Center</td>
<td>18-20 Trinity Street</td>
<td>Hartford</td>
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<tr>
<td>Dept of Rehabilitation Services</td>
<td>1443 Albany Avenue</td>
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<td>Vocational Rehabilitation Supervisor</td>
<td>184 Windsor Avenue</td>
<td>Windsor</td>
<td>CT</td>
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<td>241 Trumbull Street</td>
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<td><a href="mailto:glastonbury.familyymca@ghymca.org">glastonbury.familyymca@ghymca.org</a></td>
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<td>Barbara Heidemus, Family Literacy &amp; Support</td>
<td>19 Franklin Square</td>
<td>New Britain</td>
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<tr>
<td>Ellen Cartledge</td>
<td>333 Bloomfield Ave, Suite C</td>
<td>Hartford</td>
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<td><a href="mailto:jet@jshartford.org">jet@jshartford.org</a></td>
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<td>Charles N. Enes Community Center Employment Opportunities</td>
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<td><a href="mailto:marymary@yahoo.com">marymary@yahoo.com</a></td>
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<td>P.O. Box 2036</td>
<td>New Britain</td>
<td>CT</td>
<td>06053</td>
<td><a href="mailto:mckinney@crct.org">mckinney@crct.org</a></td>
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<tr>
<td></td>
<td>1135 Blue Hills Avenue</td>
<td>Rockville</td>
<td>CT</td>
<td>06066</td>
<td><a href="mailto:info@cornerstone-rockville.org">info@cornerstone-rockville.org</a></td>
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<td></td>
<td>457 Sheldon Street</td>
<td>Bloomfield</td>
<td>CT</td>
<td>06002</td>
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<td>240 Kensington Road</td>
<td>Hartford</td>
<td>CT</td>
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<td></td>
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<td>Hartford</td>
<td>CT</td>
<td>06106</td>
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<tr>
<td></td>
<td>111 N. Main Street</td>
<td>Bloomfield</td>
<td>CT</td>
<td>06002</td>
<td><a href="mailto:cjones@bloomfieldct.org">cjones@bloomfieldct.org</a></td>
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<tr>
<td></td>
<td>40 Dyer Avenue</td>
<td>Bristol</td>
<td>CT</td>
<td>06010</td>
<td><a href="mailto:personnel@bristolct.gov">personnel@bristolct.gov</a></td>
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<tr>
<td></td>
<td>84 South Main Street</td>
<td>Cromwell</td>
<td>CT</td>
<td>06402</td>
<td><a href="mailto:cote@townofcromwell.org">cote@townofcromwell.org</a></td>
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<tr>
<td></td>
<td>41 West Street</td>
<td>Cromwell</td>
<td>CT</td>
<td>06414</td>
<td><a href="mailto:kcincello@cheshire.org">kcincello@cheshire.org</a></td>
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<td><a href="mailto:kozen@cromwellct.com">kozen@cromwellct.com</a></td>
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</tbody>
</table>
Town of East Hampton
Town of Farmington
Glastonbury Town Hall
Glastonbury Town Hall
Town of Manchester
Town of Manchester
Town of Newington
Town of Wethersfield
Town of Windsor
Tri-Town YMCA
Welles Turner Memorial Library -
West End Civic Association
West Hartford Chamber of Commerce
West Hartford YMCA
West Indian Social Club of Hartford Inc
Wheeler Regional Family YMCA
Wilson-Gray YMCA Youth & Family Center
Windsor Community Television
Women & Families Center
Women & Families Center
WKND
WRYM 840 AM Radio

Youth and Family Services
20 East High Street
East Hampton CT 06424
youthservices@easthamptonct.gov

1 Monteith Drive
Farmington CT 06032
parentm@farmington-ct.org

2155 Main Street
Glastonbury CT 06033
rajwan@seem@glastonbury-ct.gov

2155 Main Street
Glastonbury CT 06033
janine.fiedler@glastonbury-ct.gov

41 Center Street
Manchester CT 06040
righy@manchesterct.gov

41 Center Street
Manchester CT 06040
edaro@manchesterct.gov

131 Cedar Street
Newington CT 06111
tlane@newingtonct.gov

Social Services
506 Silas Deane Highway
Wethersfield CT 06109
kathy.bagley@wethersfieldct.com

599 Matianuck Avenue
Windsor CT 06095
recreation@townofwindsorct.com

12 North Main Street
West Hartford CT 06107
tri.townYMCA@ghymca.org

2407 Main Street
Glastonbury CT 06033
deb.martin@glastonbury-ct.gov

75 Girard Avenue
Hartford CT 06106
wecawestend@gmail.com

948 Farmington Avenue
West Hartford CT 06107
info@wht商会.com

12 North Main Street
West Hartford CT 06107
west.hartfordymca@ghymca.org

3340 Main Street
Hartford CT 06120
mainoffice@westindiansocialclub.org

149 Farmington Avenue
Plainville CT 06062
wheeler.membership@ghymca.org

444 Albany Avenue
Hartford CT 06120
Wilson.gray@ghymca.org

599 Matianuck Avenue
Windsor CT 06095
jenny.h@win-tv.org

Employment Specialist
169 Colony Street
Meriden CT 06451
rcardona@womensfamilies.org

169 Colony Street
Meriden CT 06451
krosby@womensfamilies.org

54-15 Windsor Avenue
Windsor CT 06095
clm1469am@yahoo.com

556 Wilkard Avenue
Newington CT 06111
wmartins@wrym840.com

Recruitment Contacts
C17-023 Payroll Clerk
Institutional Advancement: Major Gifts Associate [KC15-026]

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Development and Fundraising
Posted: 09/17/2015
Application Due: 09/26/2015
Type: Full Time

INSTITUTIONAL ADVANCEMENT: MAJOR GIFTS ASSOCIATE [KC15-026]

School of Education & Professional Studies
Central Connecticut State University's Department of Institutional Advancement invites applications for a full-time Major Gifts Associate. The successful candidate will be responsible for developing and implementing programs to identify, cultivate, solicit, and receive major gifts for the School of Education & Professional Studies. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:
- Bachelor's degree
- Three years of development experience with at least two years of major gifts experience
- Through understanding of all approaches and techniques used in the development process, including prospect identification, relationship building, solicitation, and stewardship
- Proven track record of closing gifts
- Excellent verbal and written communication skills
- Technology proficient with the use of fundraising software systems, Microsoft Office Suite, and social media
- Ability to interact and work with individuals from diverse communities

Preferred Qualifications:
- Master's degree

For full consideration, applications must be received by July 30, 2016. Salary is commensurate with education and experience. For more information and to begin the application process, go to https://bit.ly/1fO8c9e

Application Information:
Contact: Gena Montano
Institutional Advancement
Central Connecticut State University


CSCU EIR Applicant Tracking System


JOB DESCRIPTION

Central Connecticut State University's Department of Institutional Advancement invites applications for a full-time Major Gifts Associate. The successful candidate will be responsible for developing and implementing programs to identify, cultivate, solicit and receive major gifts for the School of Education & Professional Studies. Candidates are expected to be well-versed in multi-culturization and working with a diverse student body.

For full consideration, applications must be received by July 30, 2016. Salary is commensurate with education and experience. For more information and to begin the application process, go to: https://psuhr.osu.edu/char/Job-129

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.


INSTITUTIONAL ADVANCEMENT: MAJOR GIFTS ASSOCIATE Jobs in New Brit... Page 3 of 4

JOBS SNAPSHOT

Employment Type Full-Time
Job Type Marketing
Education 4 Year Degree
Experience At least 3 years
Managers None
Industry Education - Teaching - Administration
Required Travel None
Job ID C66-508

Apply on Company Website

CAREERBUILDER TP:

For your privacy and protection, when applying to a job online, never give your social security number to a prospective employer.
Mathematical Sciences: Assistant Professor [C15-030] - Highfield

Mathematical Sciences: Assistant Professor [C15-030]

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Mathematics
Rank: Assistant Professor
Salary: 120000
Application: 01092014
Type: Full Time

Central Connecticut State University's (CCSU) Department of Mathematical Sciences is seeking a dynamic faculty member with a strong mathematics background and teaching experience within the K-12 grade levels. This is a tenure-track faculty position with a course load of 12 credits per semester, research, and service to the University and profession.

Required qualifications:

- Ph.D. or Ed.D in Mathematics, Mathematics Education, or related field that includes substantial mathematics OR matriculation in one of the aforementioned programs with a completion date no later than fall 2017 (ABD candidate would be hired at the instructor level.)
- Five years as a practicing K-12 educator in mathematics
- Expertise and experience in effective mathematics instruction (Inquiry-based)

Apply for this position:

http://ccsu.jobs./jobsearch/JobCode=17994454&Title=Mathematical

Central Connecticut State University's (CCSU) Department of Mathematical Sciences is seeking a dynamic faculty member with a strong mathematics background and teaching experience within the K-12 grade levels. This is a tenure-track faculty position with a course load of 12 credits per semester, research, and service to the University and profession.

Required qualifications:

- Ph.D. or Ed.D in Mathematics, Mathematics Education, or related field that includes substantial mathematics OR matriculation in one of the aforementioned programs with a completion date no later than fall 2017 (ABD candidate would be hired at the instructor level.)
- Five years as a practicing K-12 educator in mathematics
- Expertise and experience in effective mathematics instruction (Inquiry-based)
STATE OF CONNECTICUT

CENTRAL CONNECTICUT STATE UNIVERSITY

JOB OPPORTUNITY — ADMINISTRATIVE ASSISTANT

APPLICATIONS FOR THE FOLLOWING POSITION ARE INVITED:

ADMINISTRATIVE ASSISTANT

POSITION SUMMARY:
The Administrative Assistant is responsible for performing a wide variety of administrative duties. This includes: scheduling appointments, maintaining records, managing the calendar, preparing correspondence, and coordinating events. The Administrative Assistant also provides support to the Director and other administrative personnel as needed.

QUALIFICATIONS:

- Bachelor's degree in a related area
- Proficiency in word processing and spreadsheet software
- Strong organizational and interpersonal skills
- Ability to work independently and as part of a team

SALARY RANGE:
$40,000 - $50,000

APPLICATION PROCEDURE:
The position is open until filled. Applications will be accepted until the position is filled. For more information and to apply, visit: https://www.conncareers.com/central-connecticut-state-university

Central Connecticut State University is an Equal Opportunity/Affirmative Action Employer and strongly encourages the participation of women, minorities, and people with disabilities.

https://www.conncareers.com/central-connecticut-state-university
Marketing: ABD candidates with an expected completion date of August 2016 will be considered.

- Expertise and interest in several areas of marketing such as Consumer Behavior, Marketing Research, Digital Marketing, Marketing Analytics, Marketing Strategy, International Marketing and other areas of marketing typically covered in elective courses.
- Evidence of effective teaching across Marketing areas.
- Evidence of a research agenda in Marketing.
- Commitment to serving culturally, ethnically and linguistically diverse communities.

Preferred Qualifications:

- Evidence of industry experience in Marketing relevant to areas of teaching
- Evidence of scholarly activities
- Experience mentoring students in marketing-related activities/projects

Candidates with experience and credentials above this level will be eligible for consideration at the rank of associate professor.

Application & Appointment: For full consideration, applications must be received by November 10, 2015. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to https://hrat.ccsu.edu/index.php?job=132.
ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]

Central Connecticut State University in Connecticut

- Save
- Print

Deadline: October 30, 2015
Date Posted: October 1, 2015
Type: Tenured, tenure track
Salary: Not specified
Employment Type: Full-time

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]

Central Connecticut State University's Accounting Department invites applications for a full-time tenure-track position beginning Fall 2016. We prefer a candidate interested in teaching undergraduate and graduate courses in auditing, but all teaching interests will be considered. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship while also expected to be committed to multiculturalism and to working with a diverse student body.

Required Qualifications:

For full consideration, applications must be received by October 30, 2015. For more information and to begin the application process, go to https://hrat.ccsu.edu/default.php

CCSU is an affirmative action and equal opportunity employer.

People at Central Connecticut State University

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Jobs at Central Connecticut State University

- CHIEF INFORMATION OFFICER
  Central Connecticut State University
- JOURNALISM: ASSISTANT PROFESSOR [#C16-097]
  Central Connecticut State University
- FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]
  Central Connecticut State University
- SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-096]
  Central Connecticut State University
- COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]
  Central Connecticut State University

How To Apply

You can apply for this position online at https://hrat.ccsu.edu/default.php
Student Disability Services: Coordinator [C15-073] - HigherEdJobs

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Disability Services
Position: 08/15/2016 (Revised: Jan. 6, 2017)
Application Due: 12/15/2016
Type: Full Time

Central Connecticut State University invites applications for a full-time Coordinator of Student Disability Services. The successful candidate will work with instructional and non-instructional staff to create an environment that promotes positive attitudes and awareness of disability-related issues. The Coordinator will manage and monitor all aspects of the Disability Services Office operations, including services and procedures, personnel and space management, student and faculty relations, and development of policies and procedures. Required Qualifications:

- Master's degree in psychology, counseling, sociology, social work, education, student development or equivalent. A JD with two years of work experience in student affairs is also acceptable.
- Four (4) years of professional-level experience in program development and implementation in higher education.
- Demonstrated ability to manage and implement assessment and implementation plans and procedures that effectively communicate with students, faculty, and staff.
- Demonstrated knowledge of interpretation and application of non-discrimination laws.
- Demonstrated ability and knowledge of using enterprise software required along with Microsoft Office Suite or equivalent programs.
- Commitment to serving students with disabilities is a must.
- Equivalent combination of training and experience may be considered.

Preferred Qualifications:

- Knowledge of Assistive Technology/Adaptive Devices.
- Previous experience working with students with disabilities in a college setting.
- Experience supervising professional staff and budget management.

For full consideration, applications must be received by 12/15/2016. Salary is commensurate with education and experience. For more information and to begin the application process, go to http://search.csu.edu/advsearch.php?id=13.

Student Disability Services: Coordinator [C15-073] - HigherEdJobs

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Disability Services
Position: 08/15/2016 (Revised: Jan. 6, 2017)
Application Due: 12/15/2016
Type: Full Time

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- Demonstrated ability to manage and implement assessment and implementation plans and procedures that effectively communicate with students, faculty, and staff.
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Student Disability Services: Coordinator [C15-073] - HigherEdJobs

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Disability Services
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- Four (4) years of professional-level experience in program development and implementation in higher education.
- Demonstrated ability to manage and implement assessment and implementation plans and procedures that effectively communicate with students, faculty, and staff.
- Demonstrated knowledge of interpretation and application of non-discrimination laws.
- Demonstrated ability and knowledge of using enterprise software required along with Microsoft Office Suite or equivalent programs.
- Commitment to serving students with disabilities is a must.
- Equivalent combination of training and experience may be considered.

Preferred Qualifications:

- Knowledge of Assistive Technology/Adaptive Devices.
- Previous experience working with students with disabilities in a college setting.
- Experience supervising professional staff and budget management.

For full consideration, applications must be received by 12/15/2016. Salary is commensurate with education and experience. For more information and to begin the application process, go to http://search.csu.edu/advsearch.php?id=13.
STUDENT DISABILITY SERVICES: COORDINATOR

Central Connecticut State University
New Britain, CT
Job Code: 02022015

JOB DESCRIPTION

Central Connecticut State University invites applications for a full-time Coordinator of Student Disability Services. The successful candidate will research and remain current on issues related to disability services to put a diverse range of services into place, disability-related accidents involving and career education interests. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

For full consideration, applications must be received by July 31, 2015. Salary is commensurate with education and experience. For more information and to begin the application process, go to http://www.ccsu.edu/positions.php?did=114.

STUDENT DISABILITY SERVICES: COORDINATOR

Central Connecticut State University
New Britain, CT
Job Code: 02022015

JOB SNAPSHOT

Full-Time
Education
Graduate Degree
Yes

At least 4 years

Not Specified
C15-073

Apply on Company Website

CAREERBUILDER TIP:

For your privacy and protection, when applying to a job online, never give your social security number or bank account information, or perform any sort of monetary transaction. Learn more.

By applying to a job using CareerBuilder.com, you are agreeing to comply with and be subject to the CareerBuilder.com Terms and Conditions for use of our website. To use our website, you must agree with the Terms and Conditions and both read and comply with their provisions.

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Employee Communications
Employee Benefits
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HEAD MEN’S GOLF COACH (10-Month)
Central Connecticut State University
Central Connecticut State University's Athletics Department invites applications for a Head Men's Golf Coach. The successful candidate will be responsible for the organization, administration and competitive success of the men's golf program. This is a full-time 10-month appointment with fringe benefits.

Responsibilities include, but are not limited to, recruitment, retention and development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements; ensuring compliance with NCAA, NEC and University rules and regulations and active participation in fund raising initiatives. Successful candidates will display a commitment to the overall educational experience of student-athletes through their academic and competitive success, community engagement and developing them as leaders in life. The Head Coach will be expected to work cooperatively and effectively with the staff and personnel of the department and the University. This position requires an excellent work with along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

For full consideration, applications must be received by June 25, 2021. Salary is commensurate with education and experience. For more information and to begin the application process, go to https://hrat.ccsu.edu/fts.php

Required Qualifications:
- Bachelor's degree
- Three years of college coaching in the sport of golf or a combination of the years of experience as a college coaching assistant in the sport of golf.
- Understanding of NCAA rules compliance
- Ability to act as a mentor

Preferred Qualifications:
- Experience with recruiting, skill instruction, program development, and administrative responsibilities in the sport of men's golf.
HEAD WOMEN'S GOLF COACH (10-Month)
Central Connecticut State University

Central Connecticut State University's Athletics Department invites applications for a Head Women's Golf Coach. The successful candidate will be responsible for the operation, administration, and competitive success of the women's golf program. This is a full-time 10-month appointment with fringe benefits.

Responsibilities include, but are not limited to, recruitment, retention, development of student-athletes, ensuring academic progress and graduation; coordinating scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations, and active participation in fundraising activities. Successful candidates will demonstrate a commitment to the overall educational experience; student-athletes through their academic and competitive success, community engagement and development as leaders in life. The Head Coach will be expected to work cooperatively and effectively with the staff and personnel of the department and the university. This position requires an enrollment with the college, athletic department and university. Members of all underrepresented groups, women, veterans, persons with disabilities are encouraged and invited to apply.

Required Qualifications
- Bachelor's degree
- Three years of college coaching or a combination of three years of college coaching and 6 years of experience as a college or professional golf professional
- Knowledge of NCAA rules and regulations
- Ability to work as a mentor

Preferred Qualifications
- Experience with recruiting, skill instruction, practice and game, and administrative responsibilities in the sport of men's golf
- Excellent communication and organizational skills.

Internal Number: 019-076

Application Information
- Contact: Director of Athletics
- Search Committee Chair
- Central Connecticut State University

Open until filled

Central Connecticut State University is an Equal Opportunity/Affirmative Action Employer. Females of all underrepresented groups, women, veterans, and persons with disabilities are encouraged to apply.
FINANCE: ASSISTANT/ASSOCIATE PROFESSOR at Central Connecticut State Univ... Page 1 of 1

FINANCE: ASSISTANT/ASSOCIATE PROFESSOR

Central Connecticut State University's Department of Finance invites applications for a full-time, tenure-track Assistant/Associate Professor beginning Fall 2015. The successful candidate will be expected to assume graduate teaching responsibilities and conduct research in specific areas as agreed upon with the Department Chair.

Required Qualifications:
- A Ph.D. in Finance or a related discipline
- Demonstrated ability to work effectively and inclusively with students, colleagues, and stakeholders

Preferred Qualifications:
- A record of excellence in teaching and research
- Demonstrated experience teaching at the graduate level

Central Connecticut State University
100 West Main Street
New Britain, CT 06050
United States
Email: adriana.miguel@ccsu.edu
Phone: 860-831-7640

Central Connecticut State University
Opportunities
Great Things Happen Here.

Job Descriptions
- Central Connecticut State University's Department of Finance invites applications for a full-time, tenure-track Assistant/Associate Professor beginning Fall 2015. The successful candidate will be expected to assume graduate teaching responsibilities and conduct research in specific areas as agreed upon with the Department Chair.

Position Information
- 100 West Main Street
- New Britain, CT
- United States

Job Title: Finance: Assistant/Associate Professor
- Central Connecticut State University
- 100 West Main Street
- New Britain, CT
- United States
- Email: adriana.miguel@ccsu.edu
- Phone: 860-831-7640

CCSU is an affirmative action and equal opportunity employer.
Online App. Form: https://www.conn.edu/apply.php

CCSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Apply through InJobseek Website

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FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]  
Central Connecticut State University

- **Salary**: Not specified
- **Employment Type**: Full-time

**Deadline**: November 30, 2015  
**Date Posted**: October 20, 2015

FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]

Central Connecticut State University’s Department of Finance invites applications for a full-time, tenure-track Assistant/Associate Professor beginning Fall 2016. The successful candidate will teach undergraduate and graduate finance courses and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The normal teaching load is four sections per semester with the possibility of a reduction to three sections per semester for conducting research.

**Required Qualifications**

- Ph.D. in Finance or a related discipline. (Finance ABD will be considered; completion of the Ph.D. is required by August 30, 2016)
- A proven record of excellence in teaching finance courses
- Commitment to serving culturally, ethnically and linguistically diverse communities

**Preferred Qualifications**

- Ph.D. from AACSB-accredited school
- Business work experience
- Scholarly activity in finance

For full consideration, applications must be received by November 30, 2015. For more information and to begin the application process, go to https://hrat.ccsu.edu/default.php.

**CCSU is an affirmative action and equal opportunity employer/educator**

How To Apply

You can apply for this position online at https://hrat.ccsu.edu/default.php

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Financial Aid
Posted: 02/11/2015
Application Date: 03/06/2015
Type: Full Time

Central Connecticut State University's Office of Financial Aid invites applications for a Financial Aid Counselor. The successful candidate will provide operational support to the Financial Aid Office with a focus on advising students with the review and processing of financial aid paperwork and providing information to a variety of individuals regarding financial aid and student aid eligibility. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:
- Bachelor's degree
- One year (FT) of financial aid office work experience
- Experience using a student information system software as well as document imaging systems
- Demonstrated ability to handle complex situations, effectively organize and manage detail work and manage multiple priorities
- Demonstrated ability to communicate and share information effectively with a variety of people
- Demonstrated commitment to serving a culturally diverse student body

Preferred Qualifications:
- Experience using Banner software
- Knowledge of federal student financial aid programs
- Bilingual skills (Spanish, Polish or French)
- Knowledge and experience with financial aid and loan programs, i.e., verification, adjustment, disbursement, or reconciliation

For full consideration, applicants must be received by October 6, 2015. Starting salary is $45,000. For more information and to begin the application process, go to https://www.ccsu.edu/hr/jobf.html.
Required Qualifications:

- A doctorate in criminology/criminal justice or related field at the time of appointment from an accredited doctoral program. ABD considered if the completion of the Ph.D. is by August 2016 (A.J.D. is not considered a terminal degree for this position.)
- Areas of specialization are open. Priority will be given to those applicants with expertise in areas that complement the current faculty members' areas of specialization.
- Demonstrated commitment to serving culturally, ethnically and linguistically diverse communities.
- Excellent written and oral communication skills

Preferred Qualifications:

- University teaching experience
- A record of scholarly activity (e.g., publications and presentations at professional conferences). Acceptable publications and presentations are those that have been externally-reviewed for appropriateness (e.g., peer-reviewed journal articles and conference presentations, edited book chapters or books). Self-published material will not qualify.
- Evidence of university and professional service, especially with underserved populations

For full consideration, electronic applications must be received by December 1, 2015, for an August 2016 appointment. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to https://hrat.ccsu.edu/default.php.
COMMUNICATIONS: ASSISTANT PROFESSOR - PUBLIC RELATIONS [C16-004]

Central Connecticut State University in Connecticut

Job Search

COMMUNICATIONS: ASSISTANT PROFESSOR - PUBLIC RELATIONS [C16-004]

Deadline October 15, 2015
Date Posted October 1, 2015
Type Tenured, tenure track
Salary Not specified

Employment Type Full-time

COMMUNICATIONS: ASSISTANT PROFESSOR PUBLIC RELATIONS [C16-004]

DEADLINE EXTENDED

Central Connecticut State University's Communication Department invites applications for a full-time, tenure-track Assistant Professor. Tenure-track faculty are expected to engage in research, teaching, and service activities, and be committed to multiculturalism and working with a diverse student body. We seek a public relations specialist with significant experience in social media. The successful candidate should be fully proficient with relevant software and digital media platforms used in the practice of public relations and social media.}

Required Qualifications:

• Ph.D. in Communication or a related discipline (A.B.D. will be considered with the expectation that Ph.D. will be completed by December 31, 2015)
• Commitment to serving culturally, ethnically and linguistically diverse communities
• Evidence of research in the area of strategic communication, social media and/or public relations;
• Evidence of proficiency with various social media platforms (e.g., Twitter, Instagram, LinkedIn, Facebook)
• Publication activity
• Evidence of college teaching effectiveness

Preferred Qualifications:

• Professional experience in public relations and/or social media
• Prior experience using Adobe Creative Suite or an equivalent
• Experience with community-based programs/projects consistent with the university's focus on community engagement

For full consideration, applications must be received by October 15, 2015. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to https://hrat.ccsu.edu/index.php?job=135
New Britain, Connecticut Assistant Professor in Public Relations Job at Central CT State ... Page 2 of 3

Requirements

Required Qualifications:

- Ph.D. in Communication or a related discipline (A.B.D. will be considered with the expectation that Ph.D. will be completed by December 31, 2019)
- Commitment to serving culturally, ethically, and linguistically diverse communities
- Evidence of research in the area of strategic communication, social media and public relations
- Evidence of proficiency with various social media platforms (e.g., Twitter, Instagram, LinkedIn, Facebook)
- Publication activity
- Evidence of college teaching effectiveness

Preferred Qualifications:

- Professional experience in public relations and/or social media
- Prior experience using Adobe Creative Suite or an equivalent
- Experience with community-based programs/projects consistent with the university's focus on community engagement

For full consideration, applications must be received by September 25, 2016. Salary and rank are
commensurate with education and experience. To begin the application process, go to
www.ceu.edu/jobs.

IU is an Affirmative Action and Equal Opportunity Employer
Communication: Assistant Professor - Strategic Communication (IC16-005)

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Communications - Other Communications
Category: Faculty - Communications - Media & Communication Studies
Deadline: 09/17/2016
Application Due: 09/01/2015
Type: Full Time

Central Connecticut State University's Communications Department invites applications for a full-time, nine-month, Assistant Professor position. The successful candidate will be expected to engage in research, teaching, and service activities, and to contribute to multiculturalism and working with a diverse student body. We seek a strategic communication generalist, who can teach and do research in any of the following areas: public relations, organizational communication, and/or social media. Priority will be given to an individual able to demonstrate effective teaching in the areas of public relations and organizational communication. The successful candidate will teach a variety of undergraduate and graduate courses in the area of public relations and organizational communication, including introductory, writing-intensive, theory, skills-based and strategy-based courses.

Required Qualifications:
- Ph.D. in Communication or a related discipline (A.B.D. will be considered with the expectation that Ph.D. will be completed by December 31, 2016)
- Commitment to serving culturally, ethnically, and linguistically diverse communities;
- Evidence of research in the area of public relations and/or organizational communication;
- Publication activity;
- Evidence of college teaching effectiveness.

Preferred Qualifications:
- Professional experience in public relations and/or organizational communication;
- Experience with community-based programs/projects consistent with the university's focus on community engagement;

For full consideration, applications must be received by September 17, 2016. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to https://www.ccsu.edu/hr/index.php?rid=138

New Britain, Connecticut Assistant Professor in Strategic Communication Job at Central...

National Communication Association

Employers Job Seekers Sign in or Create Account

National Communication Association (NCA)
Enter Keyword or Job Title

Career Center Home > Search Jobs > Assistant Professor in Strategic Communication

Central CT State University
Assistant Professor in Strategic Communication

Description
Assistant Professor in Strategic Communication (Search: IC16-005)

Department of Communication

Central Connecticut State University invites applications for a full-time, tenure-track position in the Department of Communication. The successful candidate will teach in the Department of Communication. Tenure track faculty are expected to engage in research, teaching, and service activities, and to contribute to multiculturalism and working with a diverse student body. We seek a strategic communication generalist, who can teach and do research in any of the following areas: public relations, organizational communication, and/or social media. Priority will be given to an individual able to demonstrate effective teaching in the areas of public relations and organizational communication. The successful candidate will teach a variety of undergraduate and graduate courses in...

Communication: Assistant Professor - Strategic Communication (IC16-005) - HigherEd...

APPLICATION INFORMATION

Contact: Dr. Christopher Fitch
Search Committee Chair
Central Connecticut State University

Contact Info: phone: 860-831-9485
Email: Dr. Christopher Fitch

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Applicant Tracking System Website:

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New Britain, Connecticut Assistant Professor in Strategic Communication Job at Central...

the area of public relations and organizational communication, including introductory, writing-intensive, theory, skills-based and strategy-based courses.

Requirements

Required Qualifications:
- Ph.D. in Communication or a related discipline (A.B.D. will be considered with the expectation that Ph.D. will be completed by December 31, 2016)
- Commitment to serving culturally, ethnically, and linguistically diverse communities;
- Evidence of research in the area of public relations and/or organizational communication;
- Publication activity;
- Evidence of college teaching effectiveness.

Preferred Qualifications:
- Professional experience in public relations and/or organizational communication;
- Experience with community-based programs/projects consistent with the university's focus on community engagement.

For full consideration, applications must be received by September 30, 2016. Salary and rank are commensurate with education and experience. To begin the application process, go to www.ccsu.edu/hr/index.php?rid=138

National Communication Association

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National Communication Association (NCA)
Enter Keyword or Job Title

Career Center Home > Search Jobs > Assistant Professor in Strategic Communication

Central CT State University
Assistant Professor in Strategic Communication

Description
Assistant Professor in Strategic Communication (Search: IC16-005)

Department of Communication

Central Connecticut State University invites applications for a full-time, tenure-track position in the Department of Communication. Tenure track faculty are expected to engage in research, teaching, and service activities, and to contribute to multiculturalism and working with a diverse student body. We seek a strategic communication generalist, who can teach and do research in any of the following areas: public relations, organizational communication, and/or social media. Priority will be given to an individual able to demonstrate effective teaching in the areas of public relations and organizational communication. The successful candidate will teach a variety of undergraduate and graduate courses in...
Required Qualifications

- Ph.D. in Communication or a related discipline (A.B.D. will be considered with the expectation that Ph.D. will be completed by December 31, 2016.)
- Commitment to serving culturally, ethnically and linguistically diverse communities;
- Evidence of research in the area of public relations and/or organizational communication.
- Publication activity
- Evidence of college teaching effectiveness

Preferred Qualifications

- Professional experience in public relations and/or organizational communication;
- Experience with community-based programs/projects consistent with the university's focus on community engagement.

full consideration, applications must be received by September 30, 2015. Salary and rank are commensurate with education and experience. For more information and to begin the application process, go to https://hrat.ccsu.edu/index.php?job=186

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COMMUNICATION: ASSISTANT PROFESSOR - STRATEGIC COMMUNICATION [#C16-005]

Central Connecticut State University in Connecticut

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Deadline: September 30, 2015
Date Posted: August 12, 2015
Type: Tenured, tenure track
Salary: Not specified

Employment Type: Full-time

COMMUNICATION: ASSISTANT PROFESSOR STRATEGIC COMMUNICATION [#C16-005]

Central Connecticut State University's Communication Department invites applications for a full-time tenure-track Assistant Professor. Tenure-track faculty are expected to engage in research, teaching, and service activities, and be committed to multiculturalism and working with a diverse student body. We seek a strategic communication generalist, who can teach and do research in any of the following areas: public relations, organizational communication, and/or social media. Priority will be given to an individual able to demonstrate effective teaching in the areas of public relations and organizational communication. The successful candidate will teach a variety of undergraduate and graduate courses in the areas of public relations and organizational communication.

People at Central Connecticut State University

Log In or Sign Up to see Vitae members at this institution.

Jobs at Central Connecticut State University

SCHOOL OF BUSINESS: ASSOCIATE DEAN [#C17-001]

Central CT State University

President

Central Connecticut State University

How To Apply

You can apply for this position online at https://hrct.ccsu.edu/index.php/job-126.
SOCILOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]  
Central Connecticut State University in Connecticut

• Save  
• Print

Deadline: December 15, 2015  
Date Posted: October 9, 2015

- Type: Tenured, tenure track
- Salary: Not specified

SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]

The Department of Sociology seeks a candidate with demonstrated teaching excellence and a commitment to scholarship for a tenure-track Assistant or Associate Professor position beginning in August 2016. The successful candidate will teach undergraduate courses in Sociology, the interdisciplinary Gerontology Program and contribute actively and effectively to student growth, service, and scholarship. The candidate is expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

For full consideration, applications must be received by December 15, 2015 for an August 2016 appointment. For more information and to begin the application process, go to https://hrat.ceu.edu/default.php.

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People at Central Connecticut State University

https://chroniclejobs.com/jobs/900094130-01

Jobs at Central Connecticut State University

- CHIEF INFORMATION OFFICER
  Central Connecticut State University

- JOURNALISM: ASSISTANT PROFESSOR [#C16-007]
  Central Connecticut State University

- FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]
  Central Connecticut State University

- ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]
  Central Connecticut State University

- COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]
  Central Connecticut State University

How To Apply

https://chroniclejobs.com/jobs/900094130-01
The Department of Sociology seeks to fill a tenure-track Assistant or Associate Professor position in sociology, beginning in August 2016. The successful candidate will teach undergraduate courses in Sociology, the interdisciplinary Sociology Program and contribute actively and effectively to student growth, service, and scholarship. The candidate is expected to be committed to collegiality and working with a diverse student body.

**Required Qualifications:**

- Ph.D. in Sociology or a closely related field (in Sociology) is required at the time of appointment, with a teaching and research focus in Sociology
- Commitment to working with a culturally diverse student body
- Demonstrated teaching excellence
- Commitment to excellence

The application process can be found at:


**Institution:** Central Connecticut State University

**Location:** New Britain, CT

**Category:** Faculty - Social Sciences - Sociology

**Salary:** Negotiable

**Application Deadline:** 1/15/2016

**Type:** Full Time

For full consideration, applications must be received by December 15, 2015. EEO/AA employer. Individuals from underrepresented groups, women, veterans, and persons with disabilities are highly encouraged to apply.

**Application Information:**

Please visit https://careers.kent.edu/ to begin the application process.
SOCIOLGY: ASSISTANT/ASSOCIATE PROFESSOR at Central Connecticut State University

Required Qualifications:
- Ph.D. in Sociology or a closely related discipline
- Demonstrated excellence in teaching and research
- Commitment to working with a culturally diverse student body
- Demonstrated excellence in research

For full consideration, applications must be received by December 15, 2015 for an August 2016 appointment. For more information and to begin the application process, go to https://hrapp.ccsu.edu/hrapp.htm.

CSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Central Connecticut State University

Name of Institution: Central Connecticut State University

Name of Position: Assistant/Associate Professor

Salary: Negotiable

Location: New Britain, CT

Categories: Sociology

Start Date: September 2016

End Date: August 2016

Type: Full Time

Central Connecticut State University's Sociology Department invites applications for an assistant/associate professor position, beginning in Fall 2016. The successful candidate will teach undergraduate courses in Sociology and contribute actively and effectively to the graduate program in Sociology. Candidates are expected to be committed to multiculturalism and working with a diverse student body.
JOURNALISM: ASSISTANT PROFESSOR [#C16-007] | Visme

Job Search

JOURNALISM: ASSISTANT PROFESSOR [#C16-007]
Central Connecticut State University in Connecticut

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Deadline: December 31, 2015
Date Posted: October 21, 2015
Type: Tenured, tenure track
Salary: Not specified
Employment Type: Full-time

JOURNALISM: ASSISTANT PROFESSOR [#C16-007]

Central Connecticut State University's Journalism Department invites applications for a full-time tenure-track Assistant Professor beginning Fall 2016. The successful candidate will teach undergraduate courses in writing, reporting, and other aspects of journalism and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Master's degree with at least 10 years in daily newsrooms or magazines OR a Ph.D. in journalism, media, mass communications or related degree with a minimum of five years of professional journalism experience

https://chroniclevite.com/jobs/0000906747-01
11/5/2015

SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]
Central Connecticut State University

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]
Central Connecticut State University

COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]
Central Connecticut State University

How To Apply

For full consideration, applications must be received by December 31, 2015. For more information and to begin the application process, go to https://hrat.ccsu.edu/default.php

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People at Central Connecticut State University
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Jobs at Central Connecticut State University

CHIEF INFORMATION OFFICER
Central Connecticut State University

FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]
Central Connecticut State University

https://chroniclevite.com/jobs/0000906747-01
11/5/2015

https://chroniclevite.com/jobs/0000906747-01
11/5/2015
JOURNALISM: ASSISTANT PROFESSOR

Central Connecticut State University's Journalism Department invites applications for a full-time tenure-track Assistant Professor beginning Fall 2016. The successful candidate will teach undergraduate courses in writing, reporting and other aspects of journalism and coordinate activities effectively to student growth, career, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Basic Qualifications**
- Master's degree with at least 2 years of daily newspaper or magazine or a Ph.D. in Journalism, media, mass communications or related degree with a minimum of five years of professional journalism experience.
- Experience teaching journalism in the college environment.
- Experience working with multimedia in online reporting.
- Evidence of commitment to student success.
- Experience working with community, government agencies, and public affairs.
- Experience in-depth experience in at least one major specialty such as (for e.g., science, health, religion, politics).
- Commitment to serving culturally, ethnically, and geographically diverse communities.

**Preferred Qualifications**
- Expertise in data journalism, multimedia editing and web publishing.
- Experience teaching journalism at the master's level.

For full consideration, applications must be received by December 31, 2015. For more information and to begin the application process, go to: https://careers.ccsu.edu

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Central Connecticut State University

Job Type: Full-Time
Department: Journalism
Deadline: 12/31/2015


6/27/2016

Central Connecticut State University’s Facilities Management department invites applications for a full-time Coordinator of Capital Planning/Facilities Planning. The successful candidate will be responsible for Capital Project Management of multiple projects varying from small ($0-$10,000 renovations to new building construction up to $50,000,000 or more). This person is responsible for providing planning, technical, and administrative support for all University capital projects. In addition, the candidate will oversee Facilities Operations and to develop and maintain a dynamic student body.

Required Qualifications:
- Registered architect or registered professional engineer (State of CT preferred)
- Bachelor’s degree in Architecture, Mechanical, Civil or Electrical Engineering or related field
- Five years of experience with facility design, renovation, planning and construction
- Knowledge and ability to utilize AutoCAD
- Ability to work and communicate effectively with diverse academic and administrative units.

Excellent communication and interpersonal skills may be considered.

Preferred Qualifications:
- Demonstrated experience in managing Capital Projects
- Experience in mechanical and electrical engineering
- Knowledge of construction and project management
- Experience with AutoCAD 15
- Excellent ability to work in a team environment
- Excellence in Energy Management Systems


Central Connecticut State University's Facilities Management department invites applications for a full-time Coordinator of Capital Planning/Facilities Planning. The successful candidate will be responsible for Capital Project Management of multiple projects varying from small ($0-$10,000 renovations to new building construction up to $50,000,000 or more). This person is responsible for providing planning, technical, and administrative support for all University capital projects. In addition, the candidate will oversee Facilities Operations and to develop and maintain a dynamic student body.

Required Qualifications:
- Registered architect or registered professional engineer (State of CT preferred)
- Bachelor’s degree in Architecture, Mechanical, Civil or Electrical Engineering or related field
- Five years of experience with facility design, renovation, planning and construction
- Knowledge and ability to utilize AutoCAD
- Ability to work and communicate effectively with diverse academic and administrative units.

Equivalency of education and experience may be considered.

Preferred Qualifications:
- Demonstrated experience in managing Capital Projects
- Experience in mechanical or electrical engineering
- Ability to work in a team environment
- Excellent ability to work in a team environment
- Knowledge of Energy Management Systems
- Experience in Higher Education or similar campus environment

For full consideration, applications must be received by October 12, 2016. Minimum starting salary is $70,000. For more information and to begin the application process, go to https://www.ccsu.edu/jobs.php.


Central Connecticut State University is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are strongly encouraged to apply.

Applicable through Institution's Website

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Facilities Management: University Engineer [IC16-012] - HigherEdJobs

Facilities Management: University Engineer [IC16-012]

Job Title: University Engineer [IC16-012]

Location: Central Connecticut State University

Salary: Competitive

Category: Admin - Facilities Management

Manager: Debra B. Cushing

Position: Full Time

Application Date: 11/03/2015

Contact Person: Ms. Hans Kassa

Department: Facilities Management

Central Connecticut State University

Responsibilities:

The University Engineer is responsible for maintaining and planning for the maintenance and renovation of the University's facilities. This position requires the ability to supervise work in all phases of construction, maintenance, and landscaping. The University Engineer must be able to work with minimal direct supervision and has the ability to manage multiple projects simultaneously. This position requires the ability to work with minimal direct supervision and has the ability to manage multiple projects simultaneously.

Requirements:

- Bachelor's degree in engineering
- Experience in facilities renovation, alteration, design and specification preparation
- Ability to work in a team environment

Application Information:

- Required Qualifications
  - Bachelor's degree in engineering
  - Experience in facilities renovation, alteration, design and specification preparation
  - Ability to work in a team environment

Central Connecticut State University

Facilities Management

Ms. Hans Kassa

Hans.Kassa@ccsu.edu

Central Connecticut State University

Online App. Form: https://jobs.ccsu.edu

CCSU is an equal opportunity employer. Applicants must be American Indian or Alaska Native or of at least one American Indian or Alaska Native tribe to be eligible to apply. Applicants must also be interested in working with a diverse student body.

For more information, contact the Human Resources Department at 860-831-8500 or visit our website at http://www.ccsu.edu.

Coordinator, School & Community Partnerships [CS16-013]

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Other Administrative Positions
Position ID: 020112001
Application Date: 1/13/2011
Type: Full Time

Central Connecticut State University's School of Education & Professional Studies (SEPS) invites applications for a Faculty Coordinator of School Community Partnerships to assist the Assessment Office for School Community Partnerships and Accompany in the coordination of School Community partnerships.

This position coordinates and facilitates outreach efforts to public school districts for the purposes of awarding student teaching assignments, ensuring that all state mandates are met, and in-service procedures are met, and new assessment tools are provided to district schools.

Required Qualifications

- Bachelor's degree
- Teacher certification as teacher preparation program
- Experience working with students and school districts
- Strong organizational skills
- Ability to work in teams collaboratively
- Familiarity with Connecticut's Teacher Education and Marketing Program (TEAM)
- Demonstrated commitment to working with culturally and linguistically diverse student body

APPLICATION INFORMATION

- Content:查看
- Phone: (860) 824-2125
- Email: c6@ccc.edu

Central Connecticut State University is an Affirmative Action and Equal Opportunity Employer.

CSSU BAA Applicant Tracking System

Position Information

Location: Central Connecticut State University
Job Title: Coordinator, School & Community Partnerships
Salary: $35,400
Application Deadline: 04/06/2016

Coordinator, School & Community Partnerships [CS16-013]

For full consideration, applications must be received by October 1, 2016. For more information and to begin the application process, go to https://jobs.ccsu.edu/ to submit an application.

Site Map

Contact Us

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COORDINATOR, SCHOOL & COMMUNITY PARTNERSHIPS [#C16-013]

Central Connecticut State University in Connecticut

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Deadline October 06, 2015
Date Posted September 10, 2015
Type Administrative
Salary Competitive
Employment Type Full-time

COORDINATOR, SCHOOL & COMMUNITY PARTNERSHIPS [#C16-013]

Central Connecticut State University's School of Education & Professional Studies (SEPS) invites applications for a full-time Coordinator of School Community Partnerships to assist the Assistant Dean for School Community Partnerships and Assessment with the coordination of School Community partnerships.

This position coordinates and facilitates outreach efforts to public school districts for the purpose of securing student teaching assignments, ensuring

https://chronicled.com/jobs/000898773-01

11/5/2015

1

COORDINATOR, SCHOOL & COMMUNITY PARTNERSHIPS [#C16-013] Vite

Page 3 of 5

$ Demonstrated commitment to working with culturally, ethnically and linguistically diverse student body

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications

$ Masters degree
$ Experience with inclusive education
$ Experience with a variety of education settings such as urban, rural, or alternative schools
$ Evidence of active participation in professional organizations.

Application & Appointment: For full consideration, applications must be received by October 6, 2015.

For full consideration, applications must be received by October 6, 2015. Starting salary is $39,489. For more information and to begin the application process, go to https://hrat.ccsu.edu/default.php.

CCSU is an affirmative action and equal opportunity employer.

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11/5/2015

COORDINATOR, SCHOOL & COMMUNITY PARTNERSHIPS [#C16-013] Vite

Page 4 of 5

that all State mandates are met, districts placement procedures are followed, and necessary documentation is provided to district facilitators.

Required Qualifications

$ Bachelors degree
$ Teacher certification in one of the teacher preparation areas offered within the School of Education and Professional Studies (SEPS)
$ Three years teaching experience in the certification area
$ Experience working in higher education, and working collaboratively with university and clinical faculty, and K-12 school administrators and teachers
$ Strong oral and written communication skills
$ Ability to work collegially, constructively and effectively with a variety of stakeholders, groups, and individuals, as well as the ability to work independently
$ Ability to travel to relevant local school districts and other settings to support SEPS initiatives
$ Familiarity with the Connecticut State Department of Education teacher preparation regulations
$ Familiarity with the Council for Accreditation of Educator Preparation (CAEP), formerly NCATE accreditation standards
$ Experience with Connecticut Teacher Education and Mentoring Program (TEAM)

https://chronicled.com/jobs/000898773-01

11/5/2015

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Jobs at Central Connecticut State University

• CHIEF INFORMATION OFFICER
  Central Connecticut State University

• JOURNALISM: ASSISTANT PROFESSOR [#C16-007]
  Central Connecticut State University

https://chronicled.com/jobs/000898773-01

11/5/2015
FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [C15-078]
Central Connecticut State University

SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [C16-006]
Central Connecticut State University

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [C15-072]
Central Connecticut State University

How To Apply
You can apply for this position online at https://hrst.csu.edu/default.php
COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]

Central Connecticut State University in Connecticut

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**Deadline** November 01, 2015

**Date Posted** September 21, 2015

**Type** Tenured, tenure track

**Salary** Not specified

**Employment Type** Full-time

**COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]**

Central Connecticut State University's Counselor Education & Family Therapy department invites applications for a full-time, tenured-track Assistant Professor. The successful candidate will teach graduate courses in counselor education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications**

- Bachelor’s degree
- Experience in counseling and clinical supervision
- Qualified to teach core counseling courses (theory and techniques, group counseling, ethics)
- Demonstrates experience or potential for research and scholarship
- Commitment to serving culturally diverse communities
- License eligible counseling field (i.e., LPC and/or LADC)

**Preferred Qualifications**

- Successful teaching experience in higher education
- Demonstrated experience for mentoring and supervising graduate students
- Experience in program development and accreditation
- Experience in rehabilitation counseling
- Eligibility for Certified Rehabilitation Counselor (CRC)
- Experience in marriage and family counseling
- Graduate from a CACREP accredited program
How To Apply

You can apply for this position online at https://hrat.ccsu.edu/default.php

Central Connecticut State University invites applications for a full-time tenure-track Assistant Professor. The successful candidate will teach graduate courses in counselor education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment.)
- Experience in addiction recovery and mental health counseling
- Commitment to excellence in teaching
- Expertise in counselor training and clinical supervision
- Qualified to teach core counseling courses (theory and techniques, group counseling, ethics)
- Demonstrate experience or potential for research and scholarship
- Commitment to serving culturally diverse communities
- License eligible counseling field (i.e., LPC and/or LADC)

Preferred Qualifications

- Successful teaching experience in higher education
- Demonstrated experience for mentoring and supervising graduate students
- Experience in program development and accreditation
- Experience in rehabilitation counseling
- Eligibility for Certified Rehabilitation Counselor (CRC)
- Experience in marriage and family counseling
- Graduate from a CACREP accredited program
CRIMINOLOGY & CRIMINAL JUSTICE: ASSISTANT PROFESSOR [#C16-003]
Central Connecticut State University

COORDINATOR, SCHOOL & COMMUNITY PARTNERSHIPS [#C16-001]
Central Connecticut State University

COMMUNICATIONS: ASSISTANT PROFESSOR - PUBLIC RELATIONS [#C16-004]
Central Connecticut State University

COMMUNICATION: ASSISTANT PROFESSOR - STRATEGIC COMMUNICATION [#C16-005]
Central Connecticut State University

How To Apply
You can apply for this position online at https://hr.ccsu.edu/default.php

Counselor Education & Family Therapy: Assistant Professor [#C16-014] - HigherEdJobs

- Eligibility for Certified Rehabilitation Counselor (CRC)
- Experience in mental health and family counseling
- Graduate from a CACREP accredited program

Application & Appointments: Full consideration of applications will be received by November 1, 2016 for an August 2017 appointment. Salary and rank will be commensurate with education and experience. Incomplete applications will not be considered. For more information and to begin the application process, go to https://hr.ccsu.edu/default.php

Central Connecticut State University is an equal opportunity and affirmative action employer. Veterans of all underrepresented groups, women, minorities, and persons with disabilities are encouraged to apply.

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COUNSELOR EDUCATION/FAMILY THERAPY: ASSISTANT PROFESSOR

The College of Business at Kunka College is accepting applications for an Assistant Professor in the Department of Counseling, Education, and Family Studies. The successful candidate will be expected to establish an active program of scholarship and to contribute to the undergraduate and graduate curriculum. This position is expected to be filled in the fall semester of 2023.

Qualifications:
- A Doctoral, or candidate for a Doctoral degree in Counseling, Education, or related field.
- Experience in counseling or related field.
- Evidence of research and teaching excellence.
- Demonstrated ability to work collaboratively with colleagues.
- Commitment to diversity, equity, and inclusion.

Responsibilities:
- Teach undergraduate and graduate courses in Counseling, Education, and Family Studies.
- Conduct research and publish in peer-reviewed journals.
- Provide supervision to master's level students.
- Participate in departmental and institutional committees.

Application Process:
- Applications should be submitted online through the Kunka College website.
- The review of applications will begin on October 15, 2023 and continue until the position is filled.
- Complete applications will be considered. Incomplete applications will not be accepted.

For more information or to apply, please visit the Kunka College website.

Contact Information:
Kunka College
Office of Human Resources
123 College Drive
Kunka, PA 12345
Phone: 555-123-4567
Email: jobs@kunka.edu

Website: www.kunka.edu

Deadline: November 15, 2023

Inquiries regarding the position or application process should be directed to the Chair of the Search Committee.

Kunka College is an equal opportunity/affirmative action employer. Minorities and women are encouraged to apply.
COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]
Central Connecticut State University in Connecticut

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- Print

Deadline November 01, 2015
Date Posted September 21, 2015
Type Tenured, tenure track
Salary Not specified
Employment Type Full-time

COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]

Central Connecticut State University invites applications for a full-time tenure-track Assistant Professor. The successful candidate will teach graduate courses in counselor education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

https://atemule.com/jobs/0008900564-01

Application & Appointment: For full consideration, applications must be received by November 7, 2015 for an August 2016 appointment. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. For more information and to begin the application process, go to https://hrat.cssu.edu/default.php

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Jobs at Central Connecticut State University

http://atemule.com/jobs/0008900564-01

CHIEF INFORMATION OFFICER
Central Connecticut State University

JOURNALISM: ASSISTANT PROFESSOR [#C16-007]
Central Connecticut State University

FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]
Central Connecticut State University

SOCIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]
Central Connecticut State University

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]
Central Connecticut State University

How To Apply

You can apply for this position online at https://hrat.cssu.edu/default.php
Chief Information Officer [EC16-017] - HigherEdJobs

Position Details: On 12/01/14, this position is no longer an active posting on HigherEdJobs.

Institution: Central Connecticut State University

Location: New Britain, CT

Category: Executive - Administrative Vice President

Application Date: 1/02/2016

Type: Full Time

Notes: Included in Alternative Action email

Central Connecticut State University (CCSU) seeks applications for the Chief Information Officer (CIO) position. Reporting to the University President, the CIO will provide leadership, vision, oversight, planning, and management of all aspects of information technology, including academic and administrative computing, the data center, communications, data and value networking, user support services, and technical aspects of e-learning and online education, both on and off campus. CCSU has an annual operating budget of approximately $200 million and 1,200 full-time employees. The majority of the employees at CCSU are represented by employee unions.

Required Qualifications

- Bachelor's degree
- Six years of progressively responsible professional experience supervising personnel and managing multiple information technology units in an organization that is similar in scale to CCSU
- Broad range of relevant information technology experience to facilitate providing leadership to technical areas such as hardware, software, applications, data and system security, cloud computing, multi-media applications, e-learning tools, as well as experience working with highly technical practices
- Excellent collaborative, communication and interpersonal skills
- Demonstrated understanding of a diverse consumer base
- Commitment to affirmative action
- Commitment to quality and client-oriented service

Chief Information Officer [EC16-017] - HigherEdJobs

Central Connecticut State University (CCSU) seeks applications for the Chief Information Officer (CIO) position. Reporting to the University Provost, the CIO will provide leadership, vision, oversight, planning and management of all aspects of information technology, including academic and administrative computing, the data center, telecommunication, data and value networking, user support services, and technical aspects of e-learning and online education, both on and off campus. CCSU has an annual operating budget of approximately $200 million and 1,200 full-time employees. The majority of the employees at CCSU are represented by employee unions.

Required Qualifications

- Bachelor’s degree
- Six years of progressively responsible professional experience supervising personnel and managing multiple information technology units in an organization that is similar in scale to CCSU
- Broad range of relevant information technology experience to facilitate providing leadership to technical areas such as hardware, software, applications, data and system security, cloud computing, multi-media applications, e-learning tools, as well as experience working with highly technical practices
- Excellent collaborative, communication and interpersonal skills
- Demonstrated understanding of a diverse consumer base
- Commitment to affirmative action
- Commitment to quality and client-oriented service

Preferred Qualifications

- Master's degree in Computer Science, Information Systems, or a related field
- Ten or more years of relevant information technology professional experience managing multiple information technology units in an organization that is similar in scale to CCSU ideally with some experience at the director or CIO level
- Relevant professional experience in higher education
- Experience with strategic planning, budgeting, and fiscal management in a complex environment
- Experience managing a team of 15 or more full-time employees
- Experience working with a culturally diverse student body
- Experience developing national sources of support and implementing entrepreneurial projects

The University will not accept or consider paper or e-mailed applications, incomplete or late applications. Please ensure your Social Security Number and date of birth are not included on any documents submitted.

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Chief Information Officer at Central Connecticut State University — Print-friendly...

Chief Information Officer

Central Connecticut State University (CCSU) seeks applications for the Chief Information Officer (CIO) position. Reporting to the University Provost, the CIO will provide leadership, vision, oversight, planning and management of all aspects of information technology, including academic and administrative computing, the data center, telecommunication, data and value networking, user support services, and technical aspects of e-learning and online education, both on and off campus. CCSU has an annual operating budget of approximately $200 million and 1,200 full-time employees. The majority of the employees at CCSU are represented by employee unions.

Required Qualifications

- Bachelor's degree
- Six years of progressively responsible professional experience supervising personnel and managing multiple information technology units in an organization that is similar in scale to CCSU
- Broad range of relevant information technology experience to facilitate providing leadership to technical areas such as hardware, software, applications, data and system security, cloud computing, multi-media applications, e-learning tools, as well as experience working with highly technical practices
- Excellent collaborative, communication and interpersonal skills
- Demonstrated understanding of a diverse consumer base
- Commitment to affirmative action
- Commitment to quality and client-oriented service

Preferred Qualifications

- Master's degree in Computer Science, Information Systems, or a related field
- Ten or more years of relevant information technology professional experience managing multiple information technology units in an organization that is similar in scale to CCSU ideally with some experience at the director or CIO level
- Relevant professional experience in higher education
- Experience with strategic planning, budgeting, and fiscal management in a complex environment
- Experience managing a team of 15 or more full-time employees
- Experience working with a culturally diverse student body
- Experience developing national sources of support and implementing entrepreneurial projects

CCSU is an equal opportunity and affirmative action employer. Numbers of all underrepresented groups, women, veterans, persons with disabilities are invited and encouraged to apply.

Application Deadline: Full-time employees: 12/01/2014. Salary is commensurate with education and experience. For more information and to begin the application process, go to https://myjobs.ccisonline.edu.
- Ten or more years of relevant information technology professional experience managing multiple information technology units in an organization that is similar in size to CCUI, ideally with some experience at the director or CIO level
- Relevant professional experience in higher education
- Experience with strategic planning, budgeting, and fiscal management in a complex environment
- Experience managing a team of 15 or more full-time employees
- Experience working with a refit/refined staff
- Experience developing external sources of support and implementing successful projects

Substantially comparable experience and education may also be considered.

Application & Appointment: For full consideration, applications must be received by 5:00 PM, November 30, 2015. Failure to complete and submit all application materials, go to https://ccui.coe.ufl.edu/hr/employment.php

APPLICATION INFORMATION

Contact: Charles Osmanb
Search Committee Chair
Central Florida State University

Online App. Form: https://ccui.coe.ufl.edu/hr/employment.php

CCUI is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, males and persons with disabilities are invited and encouraged to apply.

Apply through Institutional Website

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Job Search Results

CHIEF INFORMATION OFFICER

Central Connecticut State University in Connecticut

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Date Posted October 27, 2015

Central Connecticut State University

CHIEF INFORMATION OFFICER

#C16-017

Central Connecticut State University (CCSU) seeks applications for the Chief Information Officer (CIO) position. Reporting to the University President, the CIO will provide leadership, vision, oversight, planning and management of all aspects of information technology, including academic and administrative computing, the data center, telecommunications, data and video networking, user support services, and technical aspects of e-Learning and online education, both on and off campus. CCSU has an annual operating budget of approximately $220 million and 1,000 full-time employees. The majority of the employees at CCSU are represented by employee unions.

Required Qualifications

• Bachelor's degree
• Six years of progressively responsible professional experience supervising personnel and managing multiple information technology units in an organization that is similar in scale to CCSU
• Broad range of relevant information technology experience to facilitate providing leadership in technical areas such as hardware, software,

https://chroniclevista.com/jobs/0000307951-01

People at Central Connecticut State University

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Jobs at Central Connecticut State University

- JOURNALISM: ASSISTANT PROFESSOR [#C16-007]
  Central Connecticut State University
- FINANCE: ASSISTANT/ASSOCIATE PROFESSOR [#C15-078]
  Central Connecticut State University

https://chroniclevista.com/jobs/0000307951-01

SOCIIOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-006]

Central Connecticut State University

ACCOUNTING: ASSISTANT/ASSOCIATE PROFESSOR [#C15-072]

Central Connecticut State University

COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT PROFESSOR [#C16-014]

Central Connecticut State University

https://chroniclevista.com/jobs/0000307951-01
State of Connecticut
JOB POSTING

CITIZENSHIP STATE UNIVERSITY
FISCAL ADMINISTRATION: ASSISTANT

PLEASE FOLLOW THE SPECIFIC APPLICATION INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Position: Fiscal Administrative Assistant
Location: Hartford, CT
Hours: Full Time
Salary: $19,960 - $24,400

Applications are being accepted for the position of Fiscal Administrative Assistant in the Office of the Comptroller, State of Connecticut. The position is located in Hartford, CT.

Responsibilities:

- Performing general office clerical duties.
- Maintaining files and records.
- Assisting with the preparation of financial reports.
- Providing customer service.

Requirements:

- High school diploma or equivalent.
- At least one year of experience in a similar position.
- Proficiency in Microsoft Office applications.

Applications should be submitted online at the State of Connecticut's application website.

Closing Date: March 10, 2023

For more information, please contact: Office of the Comptroller, State of Connecticut, 100 Desormais Drive, Hartford, CT 06180, (860) 713-1050.

The State of Connecticut is an affirmative action/employers that offers equal opportunity in all matters of employment to all persons, including veterans and individuals with disabilities, without regard to race, color, sex, national origin, religion, age, or sexual orientation.

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Central Connecticut State University invites applications for a full-time, Assistant Director of Advancement Services. The successful candidate will oversee the creation and execution of all institutional advancement projects, manage a team of development staff, and provide strategic leadership in the area of alumni engagement. Responsibilities include planning, implementation, and evaluation of all fund-raising initiatives, strategic planning, and coordination of annual giving, special events, and other advancement activities. The successful candidate must possess a minimum of two years of experience in the field of advancement services, with a demonstrated ability to lead and mentor a team. Applications will be accepted until the position is filled. For more information, please contact the Office of Human Resources at 860-832-3180.

Central Connecticut State University is an affirmative action and equal opportunity employer.
Central Connecticut State University's (CCSU) Management & Organization Department invites applications for a full-time tenure-track position. The Department offers four areas of focus (Ethics & Healthcare, Human Resource Management, International Business, and General Management) and is responsible for the School of Business undergraduate Senior Capstone Strategy course and graduate (MBA) course in Leadership. The successful candidate will teach undergraduate courses in Human Resources and one or more of the aforementioned areas.

The successful candidate will contribute actively and effectively to student growth, service, and scholarship. The primary responsibility of these positions is teaching. Research and service to the department and university are required. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:
- Ph.D. or DBA in Management, Human Resource Management, or a closely related discipline. ABD with expected degree completion by May 31, 2019 may be considered.
- University teaching experience
- Established or emerging research accomplishments
- Commitment to serving culturally, ethnically, and linguistically diverse communities

Preferred Qualifications:
- Earned Ph.D. or DBA from an AACSB accredited Business School
- Ability to teach across management functions
- Relevant business experience
- Accepted peer-reviewed publications

Application & Appointment: For full consideration, applications must be received by January 31, 2019. To apply, see the application process, go to https://careers.ctsnet.org and submit the following required documents:
  - Cover letter addressing qualifications for the position
  - Current curriculum vitae/cv
  - Three current professional references, including names, email addresses, and phone numbers
  - Graduate transcripts
  - A brief statement of research interests

Please make sure your Social Security Number is not listed on any document submitted.

APPLY THROUGH INSTITUTION’S WEBSITE

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Central Connecticut State University

**Engineering (Materials): Assistant/Associate Professor [#C16-027]**

Central Connecticut State University

**Engineering (Mechanical): Assistant/Associate Professor [#C16-023]**

Central Connecticut State University

**Engineering (Mechanical): Assistant/Associate Professor [#C16-033]**

Central Connecticut State University

### How To Apply

You can apply for this position online at [https://hr.csu.edu/default.php](https://hr.csu.edu/default.php)
Engineering (Materials): Assistant/Associate Professor (IC16-027) - HigherEdJobs

Position Details:
- Position is on the formation of an academic unit in HigherEdJobs.
- Institution: Central Connecticut State University
- Location: New Britain, CT
- Category: Engineering - Materials
- Position: Assistant/Associate Professor
- Type: Full Time

Central Connecticut State University's Engineering Department invites applications for a tenure-track faculty position beginning Fall 2018. The successful candidate will join a rapidly growing and vibrant doctoral engineering program. Applicants with significant academic and industry experience with materials science will be considered for the position.

Required Qualifications:
- PhD in Materials Science/Engineering
- Demonstrated potential for excellence in teaching
- Demonstrated ability to obtain external funding

Preferred Qualifications:
- Experience in materials science and engineering
- Experience in materials science and engineering

CCSU HR Applicant Tracking System

Job Description:
- Central Connecticut State University is an Affirmative Action/Equal Opportunity Employer. Applications from women and minorities are strongly encouraged. CCSU offers a comprehensive benefits package which includes retirement, health, and dental insurance. CCSU is committed to diversity and a smoke-free environment.

Central Connecticut State University: A State University Center of Excellence for Education and Excellence in Teaching and Learning.
Mathematical Sciences: Assistant Professor [C16-028]

Position: Assistant Professor

Institution: Central Connecticut State University

Location: New Britain, CT

Category: Faculty - Science - Mathematics

Posted: 11/16/2016

Application Due: 12/30/2016

Type: Full Time

Central Connecticut State University's Department of Mathematical Sciences is seeking a dynamic faculty member with a strong mathematics background and teaching experience with the BC-12 grade levels beginning Fall 2016. This is a tenure-track faculty position with a course load of 12 credits per semester, research, and service to the university and the profession. The faculty member filling this position will have responsibilities in the department for teaching calculus and lower division mathematics courses. The successful candidate will be expected to teach courses in one or more of the following areas: calculus, linear algebra, differential equations, and probability and statistics. The candidates must have a PhD in Mathematics and be prepared to teach courses at the undergraduate level. The candidates must have strong interpersonal and communication skills and be committed to serving a diverse student body.

Required Qualifications

- Ph.D. or Ed.D. in Mathematics, Mathematics Education, or related field that includes substantial mathematics content analysis in one of the aforementioned programs with a completion date no later than Fall 2017 (and candidate would be hired at the instructor level)
- Five years as a practicing K-12 educator in mathematics or three years as a practicing K-12 educator in mathematics and two years of college level teaching experience
- Ability to teach college level math courses
- Understanding of the implementation of Common Core State Standards for Mathematics
- Potential for scholarly productivity
- Effective written and oral communication skills
- Commitment to serving a diverse student body

Preferred Qualifications

- Successful teaching experience in higher education

Central Connecticut State University

Opportunities

Great Things Happen Here.

PSYCHOLOGICAL SCIENCE: ASSISTANT PROFESSOR [C16-029]

Central Connecticut State University in Connecticut

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Deadline: January 15, 2016

Date Posted: November 12, 2015

Type: Tenured, tenure track

Salary: Not specified

Employment Type: Full-time

PSYCHOLOGICAL SCIENCE: ASSISTANT PROFESSOR [C16-029]

Central Connecticut State University's Department of Psychology invites applications for a full-time tenure-track position beginning Fall 2016. The successful candidate will teach courses in developmental psychology and contribute actively and effectively to student growth, service, and scholarship. We are especially interested in a candidate who can also teach classes in Sensation and Perception and/or Physiological Psychology. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The regular teaching load is 12 hours per semester with some evening classes required.

Required Qualifications

- Ph.D. in Psychology with specialization in developmental psychology, or related
field by the date of appointment (ABD may be considered but the Ph.D. must be earned by date of appointment)

- Ability to teach courses in developmental psychology
- Evidence of effective teaching
- Evidence of active research (e.g., publications and presentations at professional conferences)
- Programmatic research plan
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications

- College-level teaching experience in developmental psychology
- Ability to teach courses in Sensation and Perception and/or Physiological Psychology
- A demonstrated ability to work with a diverse student population

For full consideration, applications must be received by January 15, 2016. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. For more information and application instructions, go to https://hrat.ccsu.edu/default.php

CCSU is an affirmative action and equal opportunity employer.

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Jobs at Central Connecticut State University

- RESIDENCE LIFE: RESIDENCE HALL DIRECTOR [#C16-045]
  Central CT State University

- EDUCATIONAL LEADERSHIP, POLICY & INSTRUCTIONAL TECHNOLOGY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-037]
  Central CT State University

- EDUCATIONAL LEADERSHIP, POLICY & INSTRUCTIONAL TECHNOLOGY: ASSISTANT PROFESSOR [#C16-038]

Central CT State University

How To Apply

You can apply for this position online at https://hrat.ccsu.edu/default.php

Psychological Science: Assistant Professor [#C16-029]

Position Deleted on 12/8/2016. This position is no longer an active posting on HigherEdJobs.

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Liberal Arts - Psychology
Posted: 11/17/2015
Application Due: 01/25/2016
Type: Full Time

DEADLINE EXTENDED
Central Connecticut State University's Department of Psychology Science invites applications for a full-time tenure-track position beginning Fall 2016. The successful candidate will teach courses in developmental psychology and contribute actively and effectively to student growth, service, and scholarship. We are especially interested in a candidate who can also teach courses in Sensation and Perception and/or Physiological Psychology. Candidates are expected to be committed to multiculturalism and working with a diverse student body. The regular teaching load is 12 hours per semester with some evening classes required.

Required Qualifications:

- Ph.D. in Psychology with specialization in developmental psychology, or related field by the date of appointment (ABD may be considered but the Ph.D. must be earned by date of appointment)
- Ability to teach courses in developmental psychology
- Evidence of effective teaching
- Evidence of active research (e.g., publications and presentations at professional conferences)
- Programmatic research plan
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications:

- College-level teaching experience in developmental psychology
- Ability to teach courses in Sensation and Perception and/or Physiological Psychology
- A demonstrated ability to work with a diverse student population.

For full consideration, applications must be received by January 20, 2016. Salary and rank are commensurate with
Assistant Professor, Physical Education & Human Performance

Central Connecticut State University in Connecticut

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Date Posted: November 25, 2015

Type: Tenured, tenure track

Salary: Not specified

Employment Type: Full-Time

Assistant Professor
Department of Physical Education & Human Performance

(C16-030)

CCSU is seeking candidates for a full-time tenure track position in the Department of Physical Education and Human Performance at the assistant professor rank beginning in August 2016. The candidate should document a commitment to teaching excellence, knowledge of instructional technology, assessment and sensitivity to teaching diverse populations. CCSU faculty is expected to contribute to the mission of the university, as well as to the department, engage in scholarship, service and student advisement. The successful candidate will engage in the preparation of exercise science and athletic training majors. Teaching responsibilities may include, but not limited to the following courses: Human Nutrition, Organization and Management in Exercise Science, Fitness Assessment and Exercise Prescription and Leadership in Group Exercise. Candidates are expected to be committed to multiculturalism and working with diverse students.

Required Qualifications:

- Doctorate in exercise science emphasis or closely related field
- One-year college teaching experience teaching exercise science related courses
- Scholarly record e.g., presentations, publications, research, and/or community engagement

Preferred Qualifications:

- Experience teaching one or more of the following courses: Human Nutrition, Organization and Management in Exercise Science, Fitness Assessment and Exercise Prescription, and Leadership in Group Exercise
- Certification in any of the following: Certified Athletic Trainer (ATC), Registered Dietitian (RD), Sports Dietetics Certification (CSSD), National Strength & Conditioning Association Certified Strength & Conditioning Specialist (NSCA-SCS), American College of Sports Medicine Certified Exercise Physiologist (ACSM EP-C)

For full consideration, applications must be received by December 18, 2015.

To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now.

Central Connecticut State University is an Affirmative Action and Equal Opportunity Employer.

PI92401495
Counselor Education & Family Therapy: Assistant Professor [C16-031] - HigherEdJobs

Position Title: Assistant Professor of Counseling & Family Therapy

Central Connecticut State University

Job Description:

Central Connecticut State University, Department of Physical Education & Human Performance, seeks a full-time tenure-track position beginning August 2016. The candidate should be committed to teaching excellence, innovating in their discipline, demonstrating competence in at least two of Family Counseling (individual, couples, and/or family counseling), Counseling Psychology, and/or Marriage and Family Therapy. They should have strong published work, demonstrated teaching excellence, and a commitment to diversity and inclusion. The successful candidate will have the opportunity to teach in the established Bachelor's degree program in Family Counseling and the new Master's program in Marriage and Family Therapy.

Desired Qualifications:

- Doctorate in Counselor Education or a related field
- Published work
- Teaching excellence
- Demonstrated commitment to diversity and inclusion
- Experience in family counseling
- Experience in counseling psychology
- Experience in marriage and family therapy

Preferred Qualifications:

- Successful track record of academic excellence
- Experience in family counseling
- Experience in counseling psychology
- Experience in marriage and family therapy
- Experience in program development

Application Deadline:

December 31, 2015

Application should include:

- Cover Letter
- CV or Resume
- Statement of research and publication plans
- Statement on teaching philosophy and practice
- Three letters of recommendation

Central Connecticut State University is an Affirmative Action/Equal Opportunity Employer.

Counselor Education & Family Therapy: Assistant Professor [C16-031] - HigherEdJobs

Central Connecticut State University’s Department of Counselor Education & Family Therapy seeks to add a full-time tenured faculty member at the rank of Assistant Professor to begin the fall of 2016. The successful candidate will join a dynamic and collegial faculty committed to the mission of the University and the Department of Counselor Education & Family Therapy. The successful candidate will be expected to contribute to the university’s mission by teaching undergraduate and graduate courses in counseling psychology, marriage and family therapy, and family counseling, as well as contributing to the Department’s mission through scholarly activities and service.

Required Qualifications:

- Ph.D. in Counselor Education or related field
- Published record of scholarly activity
- Evidence of teaching excellence
- Ability to contribute to the mission and goals of the Department
- Demonstrated commitment to diversity and inclusion

Preferred Qualifications:

- Experience in family counseling
- Experience in counseling psychology
- Experience in marriage and family therapy
- Experience in program development
- Evidence of successful grant and funding opportunities

Application Deadline:

December 31, 2015

Application should include:

- Cover Letter
- CV or Resume
- Statement of teaching philosophy and practice
- Statement of research and publication plans
- Three letters of recommendation

Central Connecticut State University is an Affirmative Action/Equal Opportunity Employer and is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.
Counselor Education & Family Therapy
Assistant Professor
Central CT State University in Connecticut

- Save
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Date Posted: December 3, 2015
Type: Tenured, tenure track
Salary: Not specified

Employment Type: Full-time

Counselor Education & Family Therapy: Assistant Professor
(#C16-031)

Central Connecticut State University's Department of Counselor Education & Family Therapy invites applications for a full-time tenure-track position beginning Fall 2016. The successful candidate will teach graduate courses in counselor education and student development and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counselor education or a related discipline (ABD candidates will be considered; completion is required within one year of appointment.)
- Qualified to teach core counseling courses, e.g., counseling theory and techniques, group counseling, ethics, multicultural counseling, career counseling
- Experience with the practice of student development in higher education
- Expertise in training and supervision of student development professionals or counselors;
- Potential for research and scholarship
- Demonstrated commitment to serving culturally diverse communities

Preferred Qualifications:

- Successful teaching experience in higher education
- Experience mentoring and supervising graduate and new professionals in student development
- Three years of student development practice

The University: CCSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSUs motto is more than a slogan; it articulates the university’s commitment to students: Start with a dream. Finish with a future. CCSU serves approximately 12,000 students, 9,500 undergraduates, and 2,700 graduates. CCSU is richly diverse: more than 25 percent of students are of traditional minority heritage. Visit our website at http://www.ccsu.edu/.

The Community: CCSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to a nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, two theatres, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by January 19, 2016. Salary and rank are commensurate with education and experience.

To begin the application process, click on the Apply Now button https://bkat.ccsu.edu/index.jsp?job=159&apply and submit the following:

- Letter of interest addressing qualifications for the position
- Current curriculum vitae including the names of three current professional references with mail and email addresses, and phone numbers. References will be contacted prior to on-campus interviews.
- For ABD candidates, include letter from thesis advisor stating anticipated date of completion.

Please make sure your Social Security Number and/or date of birth is redacted from any documents submitted. Incomplete applications will not be considered.

Emailed or mailed copies will not be accepted.

For more information, contact Marian Rosario at (860) 832-2154.

CCSU is an affirmative action and equal opportunity employer.
Special Education & Interventions: Assistant Professor [C16-032]

Position Deleted on 1/19/2016. This position is no longer an active posting on HigherEdJobs.

Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Education - Special Education
Peabody: 11/23/2015
Application Due: 01/11/2016
Type: Full Time

Central Connecticut State University's Department of Special Education & Interventions invites applications for a full-time tenure-track position beginning Fall 2016. The successful candidate will teach undergraduate and graduate courses in special education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications
- Earned doctorate in Special Education or equivalent with an emphasis on students with special needs at the elementary/secondary level
- Basic competencies of professional educators in a K-12 setting; public school teaching preferred
- Experience in data-based decision making
- Demonstrated quality preschool, school, and discipline-related professional activity
- Knowledge in integrating technology in instruction
- Commitment to serving culturally, ethnically, linguistically diverse communities

Preferred Qualifications
- Earned special education teaching certificate
- Experience in the implementation of positive behavioral interventions and support (PBIS) in general and special education settings within a multi-tiered system of supports (MTSS)
- Experience in transition planning
- Cultural responsive teaching practices and for experience working with and recruiting culturally diverse students
- Experience working with students with autism spectrum disorders
- Experience working with students with intellectual disabilities

For full consideration, applications must be received by January 11, 2016. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. For more information and application instructions, go to https://www.ccsu.edu/apply.php

CCSU is an equal opportunity and affirmative action employer. Women, members of all underrepresented groups, veterans and persons with disabilities are invited and encouraged to apply.

Apply through Institution's Website

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Assistant Professor of Special Education (C16-032)
Department of Special Education and Interventions

Central Connecticut State University invites applications for a full-time, tenure-track position in the Department of Special Education and Interventions. The successful candidate will teach undergraduate and graduate courses in special education and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Earned doctorate in Special Education or equivalent with an emphasis on students with special needs at the elementary and/or secondary level
- Three or more years of professional experience in a K-12 setting; public school setting preferred
- Experience in data-based decision making
- Documented quality in teaching, scholarship, service, and discipline-related professional activity
- Competence in integrating technology into instruction
- Evidence of exemplary organizational, and interpersonal skills

Preferred Qualifications

- Earned special education teaching certificate
- Experience in the implementation of positive behavioral interventions and supports (PBIS) in general and special education settings within a multi-tiered system of supports (MTSS)
- Experience in transition planning
- Culturally responsive teaching practices and/or experience working with and recruiting culturally diverse students
- Teaching experience with students with autism spectrum disorders
- Evidence of commitment to and experience with field-based preparation of special education teachers
- Success in seeking external funding

For full consideration, applications must be received by January 11, 2016. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. To begin the application process, go to www.ccsu.edu/jobs or click on Apply Now.

CSU is an affirmative action and equal opportunity employer.
SOCIAL WORK: ASSISTANT/ASSOCIATE PROFESSOR  
[C16-034]

Central Connecticut State University in Connecticut

Salary: Not specified

Employment Type: Full-time

Central Connecticut State University invites applications for a full-time tenure-track position beginning Fall 2016. The successful candidate will teach in a CSWE-accredited undergraduate social work program and contribute actively and effectively to student growth, service, and scholarship. Additional responsibilities include coordinate and teach in the weekend social work program, academic advising, serving as field liaison, serving on academic committee assignments, community engagement, grant writing, and other department and academy service activities. The accredited program has a strong teaching emphasis including a competency-based education with a proactive stance valuing diverse and minority perspectives. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Doctorate in Social Work or related field including a JD; ABD considered if the completion of the Ph.D. is by June 1, 2016
- MSW from a CSWE accredited university
- Three years full-time post MSW clinical social work direct practice experience
- Commitment to serving culturally, ethnically and linguistically diverse communities
- College teaching experience in a variety of social work foundation and practice courses such as research methods, human behavior and the social Environment, generalist practice & policy

Preferred Qualifications:

- Demonstrated research, scholarship and publication
- Communication and interpersonal skills sufficient to work effectively with a diverse array of students and colleagues
- Experience in reaccreditation, student academic advising, committee assignments, professional development activities, research and community service

For full consideration, applications must be received by January 4, 2016. For more information and application instructions, go to https://hrat.ccsu.edu/default.php

CCSU is an affirmative action and equal opportunity employer.
How To Apply
You can apply for this position online at https://apptrac360.com/default.php.

Central Connecticut State University

Social Work Assistant/Associate Professor [C16-034]

For full consideration, applications must be received by January 4, 2016. For more information and application instructions, go to https://apptrac360.com/default.php.

Central Connecticut State University is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

Opportunities

Great Things Happen Here!

Central Connecticut State University

Position Information

Job Description

Central Connecticut State University Department of Social Work invites applications for a full-time, tenure-track assistant/associate professor in the MSW program. The successful candidate will teach in the MSW program and contribute actively and effectively to student growth, service, and scholarship. Additional responsibilities include contributions to outcome assessments, student supervision, and research. The successful candidate will be a scholar and teacher who can make significant contributions to the Department of Social Work.

Central Connecticut State University Department of Social Work invites applications for a full-time, tenure-track assistant/associate professor in the MSW program. The successful candidate will teach in the MSW program and contribute actively and effectively to student growth, service, and scholarship. Additional responsibilities include contributions to outcome assessments, student supervision, and research. The successful candidate will be a scholar and teacher who can make significant contributions to the Department of Social Work.

Central Connecticut State University Department of Social Work invites applications for a full-time, tenure-track assistant/associate professor in the MSW program. The successful candidate will teach in the MSW program and contribute actively and effectively to student growth, service, and scholarship. Additional responsibilities include contributions to outcome assessments, student supervision, and research. The successful candidate will be a scholar and teacher who can make significant contributions to the Department of Social Work.

Central Connecticut State University Department of Social Work invites applications for a full-time, tenure-track assistant/associate professor in the MSW program. The successful candidate will teach in the MSW program and contribute actively and effectively to student growth, service, and scholarship. Additional responsibilities include contributions to outcome assessments, student supervision, and research. The successful candidate will be a scholar and teacher who can make significant contributions to the Department of Social Work.
ACCOUNTING: INSTRUCTOR/ASSISTANT/ASSOCIATE PROFESSOR [C16-035]

Central CT State University in Connecticut

SAVE  PRINT

Date Posted  January 8, 2016

Type  Tenured, tenure track

Salary  Not specified

Employment Type  Full-time

Central Connecticut State University’s Accounting Department invites applications for a full-time, tenured position. The successful candidate will teach undergraduate and graduate courses in accounting. Candidates are expected to contribute actively and effectively to student growth, service, and scholarship while also expected to be committed to multiculturalism and to working with a diverse student body.

Required Qualifications:

- Degree must meet one of the following two requirements:
  - Doctorate in Accounting or equivalent from an AACSB accredited university (ABD with a 2016 completion date will be considered)
  - M.S. in accounting or M.B.A. with a concentration in accounting, with an intent to complete a doctorate in accounting related area; professional certification (CPA, CMA); five years of industry experience in accounting; a record of academic publishing excellence; and, a record of teaching excellence

Preferred Qualifications:

- Two or more years' experience teaching accounting at the college level
- More than five years' industry experience in accounting
- Professional accounting certification (i.e., CPA or CMA)
- A record of academic publishing excellence

Applications must be received by February 1, 2016. For more information and to begin the application process, go to https://hrat.ccsu.edu/default.php and submit the following in a single file and in the order given below:

- Letter of interest addressing the qualifications for the position
- Curriculum Vitae

Please make sure your Social Security Number is not listed on any documents submitted. Redact any personally identifiable information.

Incomplete files will not be considered. Emailed or mailed copies will not be accepted.

APPLICATION INFORMATION

Contact:  Dr. Cheryl Creghi  Search Committee Chair  Central Connecticut State University

Phone:  (860) 675-3230

Online App. Form:  https://hrat.ccsu.edu/default.php

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Central CT State University

Engineering (Mechanical): Assistant/Associate Professor [#C16-033]
Central CT State University

How To Apply
You can apply for this position online at https://hrct.ccsu.edu/default.php

Accounting: Instructor/Assistant/Associate Professor [#C16-035] - HigherEdJobs

Position Title: Assistant/Associate Professor
Position Code: C16-035

Central Connecticut State University

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Business - Accounting
Position: 020000165
Application Period: 01/04/2016

Required Qualifications:
- A degree in Accounting or a related field from an AACSB accredited university (HAS with a 3.00 completion date will be considered)
- A specialization in financial reporting, tax, or corporate accounting.
- Demonstrated ability to teach undergraduate and graduate coursework in accounting.
- A record of teaching excellence and a commitment to student success.

Preferred Qualifications:
- A doctorate in Accounting or a related field from an AACSB accredited university
- Demonstrated ability to teach graduate level courses in accounting.
- A record of teaching excellence and a commitment to student success.

Applications must be received by February 4, 2016. Some information and personal data included in this listing may be shared with the institution to aid in the hiring process.

Salary: Competitive

Accounting: Instructor/Assistant/Associate Professor [#C16-035] - HigherEdJobs

Terms: Permanent

Central Connecticut State University's Accounting Department is accepting applications for a full-time faculty position. The successful candidate will teach undergraduate and graduate coursework in accounting. Applicants are expected to contribute actively and effectively to student success. The successful candidate will also be expected to contribute to departmental/college activities and to work with a diverse student body.

Degree requirements:
- A doctorate in Accounting or a related field from an AACSB accredited university.
- A specialization in financial reporting, tax, or corporate accounting.
- Demonstrated ability to teach undergraduate and graduate coursework in accounting.
- A record of teaching excellence and a commitment to student success.

Preferred Qualifications:
- A record of teaching excellence and a commitment to student success.
- A record of teaching excellence and a commitment to student success.

Applications must be received by February 4, 2016. Some information and personal data included in this listing may be shared with the institution to aid in the hiring process.

Salary: Competitive

Accounting: Instructor/Assistant/Associate Professor [#C16-035] - HigherEdJobs

Terms: Permanent

Central Connecticut State University's Accounting Department is accepting applications for a full-time faculty position. The successful candidate will teach undergraduate and graduate coursework in accounting. Applicants are expected to contribute actively and effectively to student success. The successful candidate will also be expected to contribute to departmental/college activities and to work with a diverse student body.

Degree requirements:
- A doctorate in Accounting or a related field from an AACSB accredited university.
- A specialization in financial reporting, tax, or corporate accounting.
- Demonstrated ability to teach undergraduate and graduate coursework in accounting.
- A record of teaching excellence and a commitment to student success.

Preferred Qualifications:
- A record of teaching excellence and a commitment to student success.
- A record of teaching excellence and a commitment to student success.

Applications must be received by February 4, 2016. Some information and personal data included in this listing may be shared with the institution to aid in the hiring process.

Salary: Competitive

Accounting: Instructor/Assistant/Associate Professor [#C16-035] - HigherEdJobs

Terms: Permanent
Nursing, Assistant Professor
Central Connecticut State University in Connecticut

Date Posted: December 1, 2015
Type: Tenured, tenure track
Salary: Not specified
Employment Type: Full-time

Nursing: Assistant Professor
(#C16-036)

Central Connecticut State University's Nursing Department invites applications for a full-time, tenured tenure-track position beginning Fall 2016. The successful candidate will work with undergraduate and graduate students in the BSN and RN-BSN programs, and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

- Masters degree in nursing
- Matriculated into a doctoral program in nursing
- Experience in maternity and adult health
- College-level teaching experience along with recent clinical experience in Maternity nursing
- Eligibility for Connecticut RN and/or APRN licensure

People at Central Connecticut State University

Jobs at Central Connecticut State University

COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-049]
Central Connecticut State University
Nursing Assistant Professor [RC16-036]

Jan Dooling on 1/16/2020. This position is no longer an active posting on HigherEdJobs.

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Medicine - Nursing
Peaked: 1/26/2016
Application Due: 2/15/2016
Type: Full Time

Central Connecticut State University's Nursing Department invites applications for a full-time tenure-track position beginning Fall 2016. The successful candidate will teach undergraduate and graduate courses in the BSN and RN-BSN levels, and contribute actively and effectively to student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications
- Master's degree in nursing
- Demonstrated knowledge of nursing
- Experience in maternity and adult health
- College-level teaching experience along with recent clinical experience in labor and delivery
- Eligibility for Connecticut RN and/or APRN license
- Commitment to serving culturally, ethnically and linguistically diverse communities

Preferred Qualifications
- Ph.D. in nursing or related nursing discipline
- Doctorate in Nursing Practice (DNP)
- Baccalaureate teaching experience in nursing
- Evidence of scholarly activity

For full consideration, applications must be received by January 16, 2016. For more information and application instructions, go to https://files.ccsu.edu/edu/ofw/35781.pdf

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Educational Leadership, Policy & Instructional Technology: Assistant/Associate Professor... Page 1 of 2

Educational Leadership, Policy & Instructional Technology: Assistant/Associate Professor [RC16-037]

Position Defined on 1/22/2016. This position is no longer an active posting on HigherEdJobs.

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Education - Ed.D., Ed.D. in Leadership (Policy & Instructional Technology)
Peaked: 01/22/2016
Application Due: 01/22/2016
Type: Full Time

Central Connecticut State University's (CCSU) Department of Educational Leadership, Policy & Instructional Technology seeks a faculty member to join the department at the rank of Assistant or Associate Professor beginning Fall 2016. Currently offering Master's degrees, a Doctoral degree in Leadership and Educational Technology, the program's primary focus is on educational leadership, policy and instructional technology. The ideal candidate will hold a Doctorate in Leadership.

We are seeking for a colleague who is capable of contributing to a department that strongly values diversity, innovation, and social justice. In addition to working closely with other colleagues and students in developing new curricula and programs to meet diverse student needs, the position includes teaching courses in areas of expertise, doctoral advising and dissertation work, and a productive research agenda.

Required Qualifications
- Doctorate in Educational Leadership, Administration, Management or closely allied discipline (e.g. Curriculum and Instruction)
- A record of excellence or potential of excellence in college-level teaching, research, service, and professional participation
- A record of professional engagement in national and/or international educational leadership organizations
- Proven ability to converse and engage in a significant research agenda
- Work experience and/or research that focuses on educational leadership

Educational Leadership, Policy & Instructional Technology: Assistant/Associate Professor... Page 2 of 2

- Commitment to serving culturally, ethnically and linguistically diverse communities
- Preferred Qualifications
- Prior experience in a full-time faculty position at the departmental or college level
- Successful experiences in graduate education including, teaching, advising, and/or directing doctoral dissertations
- Expertise appropriate for doctoral level teaching and advising
- Successful experiences in graduate education and editing doctoral dissertations
- Evidence of scholarly activity that addresses social justice and equity
- Experience with critical theory and program research at the university level
- Knowledge of EEOC and OADP accreditation processes
- Demonstrated ability in grant writing and management

Application & Appointment: For full consideration, applications must be received by February 22, 2016. Send a copy of the Assistant or Associate Professor range & responsibilities with education and experience. For more information and to begin the application process, go to https://files.ccsu.edu/edu/ofw/35781.pdf and submit the following in a single file and in the order given below:
- Letter of interest addressing all the qualifications for the position
- Current curriculum vitae
- Examples of three recent publications or other scholarly work (such as funded grants, manuscripts in press, or working papers)
- List of three current professional references with mail and email addresses, and phone numbers.
- Names of three current professional references with mail and email addresses, and phone numbers.

All materials will be evaluated. Please send your Social Security Number is not listed on any documents submitted.

CCSU is an equal opportunity and affirmative action employer, nothing of gender or race with disabilities is invited and encouraged to apply.

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We are searching for a colleague who is capable of contributing to a department that strongly values diversity, innovation, and social justice. In addition to collaboration with department and university colleagues in developing new configurations of programs to meet diverse student needs at the local and international levels, the position includes graduate teaching and advising in areas of expertise, doctoral advising and committee work, and a productive research agenda.

**Required Qualifications**

- Doctorate in Educational Leadership, Administration, Management or closely allied discipline (for example, Curriculum and Instruction)
- A record of excellence or potential of excellence in college-level teaching, research, service, and professional participation
- A record of professional engagement in national and/or international educational leadership organizations
- Proven ability to conceive and engage in a significant research agenda
- Work experience and/or research that focuses on educational leadership
- Commitment to serving culturally, ethnically and linguistically diverse communities

**Preferred Qualifications**

- Prior experience in a full-time faculty position at the departmental or college level
- Successful experience in graduate education including, teaching, advising, and/or directing doctoral dissertations
- Expertise appropriate for doctoral level teaching and advising
- Successful experience in graduate education and directing doctoral dissertations
- Evidence of scholarly activity that addresses social justice and equity
- Experience with curricula innovation and program renewal at the university level

**Application & Appointment:** For full consideration, applications must be received by February 22, 2016. Salary within the Assistant or Associate Professor range is commensurate with education and experience. For more information and to begin the application process, go to [https://hrat.csu.edu/default.php](https://hrat.csu.edu/default.php) and submit the following in a single file and in the order given below:

- Letter of interest addressing all the qualifications for the position
- Current curriculum vitae
- Examples of three recent publications or other scholarly work (such as funded grants, manuscripts in progress, or conference presentations)
- Names of three current professional references with mail and email addresses, and phone numbers.

Emailed or mailed copies will not be accepted. Please make sure your Social Security Number is not listed on any documents submitted.

CCSU is an affirmative action and equal opportunity employer.

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**People at Central Connecticut State University**

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**Jobs at Central Connecticut State University**

- ACCOUNTING INSTRUCTOR/ASSISTANT/ASSOCIATE PROFESSOR
  Central CT State University
- CHAIR IN PUBLIC POLICY & PRACTICAL POLITICS
  Central CT State University
EDUCATIONAL LEADERSHIP, POLICY & INSTRUCTIONAL TECHNOLOGY: ASSISTANT PROFESSOR [#C16-038]

Central CT State University in Connecticut

Job Search

EDUCATIONAL LEADERSHIP, POLICY & INSTRUCTIONAL TECHNOLOGY: ASSISTANT PROFESSOR [#C16-038]

Central CT State University in Connecticut

Job Description

The Department of Educational Leadership, Policy, and Instructional Technology at Central Connecticut State University seeks a tenure-track faculty member for our NCATE-accredited and ELCC-recognized leadership programs beginning Fall 2016. Currently offering Master's degrees, a Fifth Year Licensure program for school leaders, superintendent licensure, E.D. Programs in Educational Leadership and Leadership in Higher Education, the department provides leadership at national, state, and local levels related to learning and assessment, professional and organizational learning, social justice, historical and social foundations of education, and educational technology.

The department also hosts a very successful Master’s Degree program in Education. Our licensure programs are NCATE/CAEP/ELCC recognized. The individual selected is expected to pursue a productive research agenda consistent with the mission of the department, and to help create field-oriented research.

Required Qualifications

- Doctorate in education with emphasis in educational leadership and administration or closely related field of study from a regionally accredited institution
- A record of excellence or potential excellence in teaching, research, service, and professional participation that merits appointment as an assistant professor
- Major specialization in one or more of the following areas: 1) school and district leadership to support social justice, equity, diversity, and a culture of success for all children; 2) teacher leadership and innovative models of distributed leadership; 3) leadership and the process of teaching, learning, and cognition; 4) organizational development and school improvement; and, 5) educational policy, leadership, and administration
- Work experience and/or research that focuses on leading, teaching, and learning in pre-K-12 settings
- Commitment to serving a culturally and ethnically diverse student body.

Preferred Qualifications

- Background in research and research methods for advising doctoral student research in topics related to leadership and school improvement
- Successful experience teaching educational leadership courses at the graduate level
Experience in public education as a district and/or school leader
A research agenda that addresses leadership issues including social justice and equity
Experience and qualifications appropriate to teaching certification courses for licensure as a building administrator or school superintendent
Experience with accreditation (CAP/NCATE/ELCC) and implementation of performance assessment

For full consideration, applications must be received by March 21, 2016. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. For more information and application instructions, go to https://hrat.ccsu.edu/default.php and submit the following:

- Letter describing all qualifications for the position
- Detailed curriculum vitae
- Examples of three recent publications or other scholarly work (such as funded grants, manuscripts in progress, or conference presentations)
- Names of three current professional references with mail and email addresses, and phone numbers
- Unofficial transcripts

CNSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are invited and encouraged to apply.

People at Central Connecticut State University

Jobs at Central Connecticut State University

COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR (POC 6-0491)
Central CT State University

How To Apply
You can apply for this position online at https://hrat.ccsu.edu/default.php

ED LEADERSHIP: ASSISTANT PROFESSOR
A Department of Educational Leadership, Policy, and Instructional Technology at Central Connecticut State University seeks a tenure-track faculty member for its NCATE-accredited and ELCC-cognized leadership program beginning Fall 2016. Currently offering Master's degrees in Educational Administration and Educational Leadership, the department provides leadership at student, staff, and school levels related to teaching and learning, professional and organizational learning, social justice, and education policy and administration. The department also hosts a successful Master's degree program in Instructional Leadership. In addition, programs are NCATE/ELCC accredited.

A bachelor's degree is required, a master's degree is preferred. Applicants must demonstrate the potential to contribute to the research agenda consistent with the mission of the department and to help meet the needs of the students. We are now seeking a new colleague who will bring to a collaborative department that strongly values diversity, social justice, and equity and is dedicated to preparing leaders for districts and schools. The successful candidate will have strong teaching and advising skills, will have demonstrated excellence in teaching and research, be willing to contribute to our program, and be open to developing research and scholarship.

Required Qualifications:
- Doctorate in education with emphasis in educational leadership and administration or closely related field of study from a regionally accredited institution
- A record of excellence in education leadership and administration, and professional performance that results in appointment as an assistant professor
- Experience in teaching leadership courses at the graduate level
- Potential for scholarly work and research in educational leadership, and ability to develop a record of publication and research activity
- Experience in evaluation of programs that address diversity and equity issues
- Substantial experience in teaching courses related to educational leadership, including courses that address diversity and equity issues
- Strong commitment to and demonstrated knowledge of educational leadership, and a record of successful teaching and advising experience

Preferred Qualifications:
- Background in research and research methods for doctoral student development in topics related to leadership and educational improvement
- Significant experience in teaching educational leadership courses at the graduate level
- Experience in public education as a district and/or school leader
- Experience in teaching courses related to educational leadership, and a record of successful teaching and advising experience
- Experience in evaluation of programs that address diversity and equity issues
- Experience in conducting and reporting on diversity and equity issues within educational leadership programs

For full consideration, applications must be received by February 19, 2016. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. For more information and application information, go to https://hrat.ccsu.edu/default.php and submit the following:

- Letter describing all qualifications for the position
- Detailed curriculum vitae
- Examples of three recent publications or other scholarly work (such as funded grants, manuscripts in progress, or conference presentations)
- Names of three current professional references with mail and email addresses, and phone numbers
- Unofficial transcripts

CNSU is an equal opportunity and affirmative action employer. Members of all underrepresented groups, women, veterans and...
EDUCATIONAL LEADERSHIP, POLICY & INSTRUCTIONAL TECHNOLOGY: ASSISTANT PROFESSOR (EC16-038)

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Education - Ed. Admin & Leadership (study of)
Post: 03/04/2016 (Reopen Jan. initially posted on 01/27/2016)
Application Due: 03/31/2016
Type: Full Time

SEARCH EXTENDED

The Department of Educational Leadership, Policy, and Instructional Technology at Central Connecticut State University seeks a tenure-track faculty member for a NOACT-accredited and ELPC-recognized leadership program beginning Fall 2016. Currently offering Master’s, a Fifth Year Supervisor program for school leaders, Superintendent’s program, EdD. Programs in Educational Leadership and Leadership in Higher Education, the department seeks an emphasis on national, state, and local levels related to learning and assessment, professional development, social justice, historical and social foundations of education, and educational technology. The department also hosts a very successful Master’s Degree program in Literacy. Literature programs are NOACT/ELPCO recognized. The candidate selected is expected to pursue a productive research agenda consistent with the mission of the department, and to help create field-based research.

We are now searching for a new colleague who will thrive as a collaborative department that strongly values diversity, social justice, and equity and is dedicated to preparing leaders for districts and schools. The successful candidate will be willing to undertake the challenges and opportunities involved in guiding and supporting doctoral and master’s students and be capable of teaching various courses in leadership such as change agent, assistant principal, principal, and assistant superintendent and superintendent of schools.

Required Qualifications

- Doctorate in education with emphasis in educational leadership and administration or closely related field of study from a regionally accredited institution
- A record of excellence or potential excellence in teaching, research, service, and professional participation that meets expectations of an assistant professor
- Major specialization in one or more of the following areas: (1) school and district leadership to support social justice, equity, diversity, and a culture of success for all children; (2) teacher leadership and innovative models of distributed leadership; (3) leadership and the process of teaching, learning, and assessment; (4) organizational development and school improvement, and; (5) educational policy, leadership, and administration

For full consideration, applications must be received by March 21, 2016. Salary and rank are commensurate with education and experience. Incomplete applications will not be considered. For more information and application instructions, go to https://careers.ccsu.edu/talent and submit the following:

- Optional resume/cover letter
- Letters of recommendation
- Examples of three recent publications or other scholarly work (such as funded grants, manuscripts in progress, or conference presentations)
- Names of three current professional references with full name, address, phone number, and email address
- Unofficial transcript

APPLICATION INFORMATION

Contact: Dr. Shalini Prabhu
Search Committee Chair
Central Connecticut State University
Online App. Form: https://careers.ccsu.edu/talent.php

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Apply Through Institution Website

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3/8/2016

3/8/2016
Position: Assistant Professor (CFP-00039) - HigherEdJobs

Institution: Central Connecticut State University

Location: New Britain, CT

Categor: Faculty - Liberal Arts - English as Second Language

Position Code: 19650010

Application Date: 01/06/2016

Type: Full-time

Central Connecticut State University's English Department invites applications for a tenure-track position in English and TESOL. The successful candidate will teach English courses and graduate courses (minimum load of 12 credits per semester). Teaching responsibilities include: lower and upper-division courses in the English Program, lower and upper-division courses in the English Language Program, and two sections of English Composition per semester. The position also involves active service and publication in the field, plus student and professional service. Candidates are expected to be committed to continuing professional development and teaching with diverse student bodies.

Required Qualifications:
- Ph.D. in Linguistics, Applied Linguistics, or Second Language Acquisition, with a primary specialization in phonology and a strong background in EFL
- Recent graduate study in phonology and applied linguistics
- Commitment to serving culturally, ethnically, and linguistically diverse communities

Preferred Qualifications:
- Evidence of excellence in both teaching ESL/EFL and building or expanding middle/secondary English (ESL/EFL
- Evidence of proficiency with TESOL in the ESL context
- Evidence of oral and written proficiency in French, Spanish, and/or German

Application & Appointment: For full consideration, applications must be received by January 19, 2016. Salary and rank are commensurate with credentials and experience. For more information and application instructions, go to https://jobs.ccsu.edu and submit the following:
- Letter of interest addressing qualifications for the position
- Current curriculum vitae
- Unofficial transcripts for highest degree and any other relevant graduate degrees
- One sample paper (published or submitted) of recent research; and
- Names and contact information for three references.

Addenda: Please ask for three references to send letters of recommendation directly to the TESOL Coordinator, Dr. Mark Clink, at mclink@ccsu.edu. All applications and references must be received by January 19, 2016. The search committee will review applications and make recommendations to the Dean of the College of Liberal Arts.

CCSU is an equal opportunity/affirmative action employer. Individuals with disabilities are invited to request reasonable accommodations or career exploration.

Current status:
- Save
- Print

Date Posted: January 27, 2016

Type: Tenured, tenure track

Salary: Not specified

Employment Type: Full-time

BIOL: ASSOCIATE PROFESSOR / NURSE ANESTHETIST (#C16-041)

Central CT State University: In Connecticut

Application Instructions:
- Submit online via the Employment furnishings. Applicants should include a letter of interest, a current curriculum vitae, and the names, addresses, and phone numbers of three references.

BIOL: ASSOCIATE PROFESSOR / NURSE ANESTHETIST (#C16-041)

Central Connecticut State University's Biology Department invites applications for a full-time tenured Associate Professor with primary responsibilities in the Doctorate of Nurse Anesthesia Practice (DNAP) program. The successful candidate will have the following responsibilities:
1. Teach doctoral level courses in the DNAP program;
2. Develop a research program appropriate for the DNAP program;
3. Participate in evaluation of DNAP capstone projects;
4. Serve on the Admission Committee for DNAP program; and
5. Contribute to committee service at the department and university level.
Candidates are expected to be committed to multiculturalism and working with a diverse student body.

**Required Qualifications**

- Candidate is capable of meeting all responsibilities listed above.
- DNP, DNP, or PhD in Nurse Anesthetics. (The completion of doctorate is required by time of appointment.)
- Current certification or recertification as CRNA
- College-level teaching experience
- Demonstrate commitment to serving culturally, ethnically, and linguistically diverse communities.

**Preferred Qualifications**

- Clinical competency as demonstrated by two years of practice as CRNA
- College-level teaching experience in programs leading to degrees in Nurse Anesthetics
- Teaching experience includes all aspects of preparation and full course responsibilities for entire academic term, i.e., experience beyond teaching assistantships and guest lectures
- Experience in distance learning as instructor and course designer
- Experience with program assessment
- Strong background in Biological Sciences

For full consideration, applications must be received by March 8, 2016. For more information and application instructions, go to https://bucn.ccsu.edu/default.php and submit the following:

- Letter of interest addressing the qualifications for the position
- Current curriculum vitae
- Names of three current professional references with addresses, email addresses and telephone numbers
BIOLOGY: ASSOCIATE PROFESSOR / NURSE ANESTHETIST [0815-3413]
Central CT State University
This job posting is no longer available on CUNA career.
Find similar job listings at indeed.com

BIOLOGY: ASSOCIATE PROFESSOR / NURSE ANESTHETIST [0815-3413]
Central Connecticut State University's Biology Department is seeking an
associate/assistant professor of biology with a specialization in
nursing/health sciences. The successful candidate will
be expected to:
• Develop and teach courses in healthcare and nursing
• Participate in the biomed program
• Contribute to the graduate program
• Engage in scholarly activities
• Serve on committees and in other capacities

Relevant Qualifications:
• Candidate must be eligible for an academic appointment at
Central Connecticut State University.
• A Ph.D. in Biology is preferred.
• A master's degree in Healthcare/Health Sciences.
• Experience in teaching and research
• Demonstrated ability in public speaking.

Application Instructions:
• Interested candidates should submit a cover letter, CV, a
statement of interest, three letters of recommendation, and
a teaching statement to the search committee.
• Applications will be accepted until the position is
filled.

Central Connecticut State University
This job posting is no longer available on CUNA career.
Find similar job listings at indeed.com

BIOLOGY: ASSOCIATE PROFESSOR / NURSE ANESTHETIST [0815-3413]
Central CT State University
This job posting is no longer available on CUNA career.
Find similar job listings at indeed.com

BIOLOGY: ASSOCIATE PROFESSOR / NURSE ANESTHETIST [0815-3413]
Central Connecticut State University's Biology Department is seeking an
associate/assistant professor of biology with a specialization in
nursing/health sciences. The successful candidate will
be expected to:
• Develop and teach courses in healthcare and nursing
• Participate in the biomed program
• Contribute to the graduate program
• Engage in scholarly activities
• Serve on committees and in other capacities

Relevant Qualifications:
• Candidate must be eligible for an academic appointment at
Central Connecticut State University.
• A Ph.D. in Biology is preferred.
• A master's degree in Healthcare/Health Sciences.
• Experience in teaching and research
• Demonstrated ability in public speaking.

Application Instructions:
• Interested candidates should submit a cover letter, CV, a
statement of interest, three letters of recommendation, and
a teaching statement to the search committee.
• Applications will be accepted until the position is
filled.

Central Connecticut State University
This job posting is no longer available on CUNA career.
Find similar job listings at indeed.com

BIOLOGY: ASSOCIATE PROFESSOR / NURSE ANESTHETIST [0815-3413]
Central CT State University
This job posting is no longer available on CUNA career.
Find similar job listings at indeed.com

BIOLOGY: ASSOCIATE PROFESSOR / NURSE ANESTHETIST [0815-3413]
Central Connecticut State University's Biology Department is seeking an
associate/assistant professor of biology with a specialization in
nursing/health sciences. The successful candidate will
be expected to:
• Develop and teach courses in healthcare and nursing
• Participate in the biomed program
• Contribute to the graduate program
• Engage in scholarly activities
• Serve on committees and in other capacities

Relevant Qualifications:
• Candidate must be eligible for an academic appointment at
Central Connecticut State University.
• A Ph.D. in Biology is preferred.
• A master's degree in Healthcare/Health Sciences.
• Experience in teaching and research
• Demonstrated ability in public speaking.

Application Instructions:
• Interested candidates should submit a cover letter, CV, a
statement of interest, three letters of recommendation, and
a teaching statement to the search committee.
• Applications will be accepted until the position is
filled.
Biology: Associate Professor / Nurse Anesthetist [GC16-041] - HigherEdJobs

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Faculty - Medicine - Nursing, Faculty - Science - Biology
Posted: 01/31/2016
Application Due: 03/06/2016
Type: Full Time

Central Connecticut State University's Biology Department invites applications for a full-time tenure-track Associate Professor with primary responsibilities in the Doctorate in Nurse Anesthesia Practice (DNAP) program.

The successful candidate will have the following responsibilities:
1) Teach doctoral level courses in the DNAP program;
2) Develop a research program appropriate for the DNAP program;
3) Participate in evaluation of DNAP curricular projects;
4) Serve on the Admissions Committee for DNAP program; and
5) Contribute to committee service at the department and university level.

Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications
- Candidate is capable of meeting all responsibilities listed above.
- DNAP, DNP, or MS in Nurse Anesthesia. (The completion of doctorate is required by line of appointment.)
- Current certification or recertification on CRNA
- College-level teaching experience
- Demonstrated commitment to serving culturally, socially, and educationally diverse communities.

Preferred Qualifications
- Clinical experience or demonstrated by two years of practice as CRNA
- College-level teaching experience in programs leading to degrees in Nurse Anesthesia
- Teaching experience includes all aspects of preparation and full course responsibilities for entire academic term, i.e., experience beyond teaching assistantships and guest lectures

For full consideration, applications must be received by March 6, 2016. For more information and application instructions, go to https://www.ctsun.edu/hrjobs.php and submit the following:
- Letter of interest addressing the qualifications for the position
- Current curriculum vitae
- Names of three current professional references with addresses, email addresses and telephone numbers
- For PhD candidates, letter from thesis advisor stating anticipated date of completion.

APPLICATION INFORMATION

Contact: Dr. Ruth Rolla
Biology Department
Central Connecticut State University

Online App. Refer: https://www.ctsun.edu/hrjobs.php

Central Connecticut State University is an equal opportunity/affirmative action employer. Members of all underrepresented groups, women, veterans and persons with disabilities are encouraged to apply.

Apply through Institutional Website

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3/8/2016

3/8/2016
HigherEdJobs

Environmental Health & Safety Assistant [JC16-042]

Position Deleted on 01/02/2018. This position is no longer an active posting on HigherEdJobs.

Environmental Health & Safety Assistant [JC16-042]

Position:
Central Connecticut State University
Location: New Britain, CT
Category: Admin / Organizational and Environmental Safety
Posted: 02/10/2016
Application Due: 03/04/2016
Type: Full Time
Salary: $43,000/yr

Central Connecticut State University invites applications for a full-time Environmental Health Safety Assistant. The successful candidate will be responsible for assisting the Director of Environmental Health & Safety in the day-to-day management and coordination of all environmental health and safety programs at CCSU. Conditions are expected to be changed in a multitasking and working with a diverse student body.

Required Qualifications
- Associate's degree in environmental science or related field
- Two years of related work experience
- Knowledge of chemical properties and procedures
- Basic knowledge of OSHA, federal, and state safety standards
- Basic knowledge of proper food handling
- Proficient with Occupational Safety
- Good written and oral communication skills
- Commitment to serving a diverse student community

Preferred Qualifications
- Experience working with a clinic
- Experience working with a student

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Student Wellness Services: Director

Student Wellness Services: Director [JC16-043]

Position Deleted on 03/16/2016. This position is no longer an active posting on HigherEdJobs.

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin / Organizational and Environmental Safety
Posted: 03/10/2016
Application Due: 04/05/2016
Type: Full Time

Central Connecticut State University invites applications for a full-time Director of Student Wellness Services. The successful candidate will have a proven record of developing and implementing comprehensive wellness programs for student development and well-being. The Director will be responsible for coordinating the delivery of wellness services to students, including but not limited to health services, counseling services, and academic support services.

Required Qualifications
- Candidates are required to have at least one of the following credentials:
  1. M.D., D.O., degree, and be an accredited and approved osteopathic school, with a current unrestricted license to practice medicine in Connecticut.
  2. Ph.D. in psychology, social work, or counseling, with a current unrestricted license in Connecticut
  3. Ph.D. in a clinical psychology, with a current unrestricted license as a psychologist in Connecticut
- A strong background in effective communication, including written and verbal communication
- Experience in providing comprehensive services to diverse populations
- Experience in program development and evaluation
- Experience in budget management
- Experience in working with diverse populations

Preferred Qualifications
- Experience in program development and evaluation
- Experience in budget management
- Experience in working with diverse populations

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Central Connecticut State University

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Central Connecticut State University

Student Wellness Services: Director [JC16-043]
Job Search

STUDENT WELLNESS SERVICES: DIRECTOR [#C16-043]
Central CT State University

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Date Posted: March 1, 2016
Type: Administrative
Salary: Not specified
Employment Type: Full-time

STUDENT WELLNESS SERVICES: DIRECTOR [#C16-043]
Central Connecticut State University invites applications for a full-time Director of Student Wellness Services. Under the supervision of the Vice President for Student Affairs, the Director plans, develops, and provides oversight for the total student health care activities of the University, and (s)he directs and assists the University in the provision of a broad range of services in support of student success, including the development and maintenance of wellness programs, and other student services. The Director also provides consultation and assistance to all University programs and activities within Student Affairs. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications

• Candidates are required to have at least one of the following three credentials:

1. D./D.O. degree from an accredited and approved medical school, with a current unrestricted license to practice medicine in Connecticut;
2. D. in psychology, social work or counseling, with a current unrestricted license in Connecticut;
3. D. in a clinical psychology, with a current unrestricted license as a psychologist in Connecticut.

• Five years of progressively responsible work experience in psychology/counseling, health, or related programs.
• Professional work experience in higher education, including progressively administrative responsibility.
• Commitment to serving a diverse student body.

Credentials and/or experience substantially comparable to the above may also be considered.

Preferred Qualifications

• Knowledge of local and national issues, trends, and best practice standards in primary health care, college health, sports medicine, health insurance, and managed care.
• Demonstrated clinical, outreach, consultation and crisis intervention skills.
• Strong leadership, supervisory, interpersonal, communications and critical thinking skills.
• Demonstrated ability to motivate and develop staff, effectively manage resources, and cultivate strong collaborative relationships with a variety of constituent groups.

For full consideration, applications must be received by April 4, 2016. Salary is commensurate with education and experience. Incomplete applications will not be considered.

For more information and application instructions, go to https://brat.ccsu.edu/default.php.
RESIDENCE LIFE: RESIDENCE HALL DIRECTOR [#C16-045]
Central Connecticut State University in Connecticut

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Date Posted February 26, 2016
Type Administrative
Salary Not specified
Employment Type Full-time

RESIDENCE LIFE: RESIDENCE HALL DIRECTOR [#C16-045]

Central Connecticut State University’s Department of Residence Life invites applications for a full-time Assistant to the Director/Residence Hall Director beginning August 2016. This is a 10-month live-in professional staff member who is responsible for the over quality of life in a University residence hall. The emphasis of this position is on establishing and maintaining an atmosphere conducive to personal growth, community building, and academic achievement. Applicants are expected to be committed to multiculturalism and working with a diverse student body. Please note CCSU does not permit pets.

Required Qualifications:
- Bachelor’s degree
- Two years of relevant housing experience which equips the applicant to relate effectively to resident university students and staff
- Commitment to serving a diverse student body

Equivalent combination of training and experience may be considered.

Preferred Qualifications:
- Recent residence life work experience at a college or university setting
- Experience with Microsoft Office Suite and Adirondack Solutions, The Housing Director and/or other housing management software
- Experience seeing to the operational needs of a residence hall (i.e., submitting work orders, inventory control) and supervising resident assistants
- Demonstrated experience advising student organizations (i.e., clubs, hall council)
- Experience developing and providing training in college/university setting
- Demonstrated experience with crisis management including student conduct

For full consideration, applications must be received by March 19, 2016. Salary is commensurate with education and experience. Incomplete applications will not be considered.

Application instructions and to apply, go to our website - https://hrat.ccsu.edu/default.php

Central Connecticut State University is an affirmative action and equal opportunity employer.
Residence Life: Residence Hall Director [BC16-045]

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Residence Life
Posted: 02/20/2016
Application Due: 03/18/2016
Type: Full Time

Central Connecticut State University’s Department of Residence Life invites applications for a full-time Assistant to the Director/Assistant Director to begin the Fall of 2016. This is a 10-month position in professional staff with responsibilities for the overall management of a residence hall. The candidate is expected to be committed to multiculturalism and working with a diverse student body. Please note that CCSIU does not provide pets.

Required Qualifications:
- Bachelor’s degree
- Two years of relevant housing experience which equips the applicant to relate effectively to resident university students and staff
- Commitment to serving a diverse student body

Preferred Qualifications:
- Recent residence hall work experience at a college or university setting
- Experience with Microsoft Office Suite and Accounting Software
- Experience with apartment living
- Demonstrated experience in advising student organizations (e.g., clubs, hall council)
- Experience in developing and providing training in cultural competency
- Demonstrated experience with crisis management

For consideration, applicants must be received by March 18, 2016. Salary is commensurate with education and experience. Incomplete applications will not be considered.

Head Men’s Basketball Coach (BC16-046)

Institution: Central Connecticut State University
Location: New Britain, CT
Category: Admin - Athletics and Coaching
Posted: 03/12/2016
Application Due: 03/14/2016
Type: Full Time

Central Connecticut State University’s Department of Athletics invites applications for a full-time Head Men’s Basketball Coach. The successful candidate will be responsible for the overall organization and administration of the basketball program.

Responsibilities include, but are not limited to: recruitment and development of student-athletes, ensuring academic progress and graduation, budget development and management, oversight of scheduling and travel arrangements, ensuring compliance with all NCAA, NEC and University rules and regulations. The Head Coach will be expected to work cooperatively and effectively with departmental and institutional staff to fundraising initiatives and serve as an ambassador for the University. This position requires impeccable personal and professional integrity, an excellent work ethic along with exceptional organizational and communication skills. Candidates are expected to commit to multiculturalism and working with a diverse student body.

CSIU is an NCAA Division I institution competing in the Northeast Conference. CSIU currently supports 25 student-athletes across 18 intercollegiate programs and has a rich athletic tradition and history of success. Blue Devil Athletics embraces core values of hard work, commitment, dedication, character, passion, pride, and family.

Required Qualifications:
- Bachelor’s degree
- Previous successful coaching experience at the collegiate level in the sport of basketball
- Demonstrated ability to organize and implement a collegiate basketball program
- Demonstrated ability to develop student-athletes both academically, athletically and socially

The University: CCSIU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CCSIU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." CCSIU serves approximately 12,500 students, 3,200 undergraduates, and 2,700 graduates. CCSIU is truly diverse: more than 35 percent of students are of traditional minority heritage. Visit our web site at http://www.ccsu.edu.

The Community: CCSIU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized New Britain Museum of American Art and offers a range of cultural opportunities, including the New Britain Symphony Orchestra, two theaters, and an extensive park system. The University is approximately two hours (by car) from both Boston and New York City.

Application & Appointment: For full consideration, applications must be received by March 14, 2016. Salary and rank are commensurate with education and experience. To begin the application process, go to https://jobs.ccsu.edu/default.php and click on the Apply Now button and submit the following:
- Cover letter addressing the qualifications for the position
- Current resume
- Names of three current professional references with email and mailing addresses, and phone numbers. Incomplete applications will not be considered. Email or mailed copies will not be accepted. Please make sure your Social Security Number is not held on any documents submitted.

For more information, contact Thomas Florindo at (860) 823-2099 or tflorindo@ccsu.edu.
ATHLETICS: HEAD MEN'S BASKETBALL COACH
Central Connecticut State University

Central Connecticut State University's Department of Athletics invites applications for a full-time Head Men's Basketball Coach. The successful candidate will be responsible for the overall organization and administration of the basketball program.

Responsibilities include, but are not limited to: recruitment and development of student-athletes, ensuring academic progress and graduation, budget development and management, oversight of scheduling and travel arrangements, ensuring compliance with NCAA, NEC and University rules and regulations. The Head Coach will be expected to work cooperatively and effectively with departmental and institutional staff in fundraising initiatives and serve as an ambassador for the University. This position requires impeccable personal and professional integrity, excellent work ethic along with exceptional motivational and communication skills. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

CSU is an NCAA Division I Institution competing in the Northeast Conference. CSU currently supports 25 student-athletes across 16 intercollegiate programs and has a rich athletics tradition and history of success. Blue Devil Athletics embraces core values of hard work, commitment, dedication, determination, passion, pride, and family.

The University: CSU is one of four universities in the Connecticut State Colleges & Universities system. Excellent professors and a wide array of academic programs prepare students for success in whatever field they choose. CSU's motto is more than a slogan; it articulates the University's commitment to students: "Start with a dream. Finish with a future." CSU serves approximately 12,200 students, 9,600 undergraduates, and 2,700 graduates. CSU is richly diverse: more than 25 percent of students are of traditional minority heritage. Visit our web site at http://www.csu.edu.

The Community: CSU is located in New Britain, a city of some 70,000, within a 10-minute drive to the state capital in Hartford. New Britain is home to the nationally recognized Rockwell Museum of American Art and offers a range of opportunities, including the New Britain Symphony.

- Demonstrated ability to organize and implement a collegiate basketball program
- Demonstrated ability to develop student-athletes holistically, i.e., academically, athletically and socially

Internal Number: C16-046

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About Central Connecticut State University
Central Connecticut State University is an NCAA Division I Institution located in New Britain, CT. The Blue Devils are members of the Northeast Conference, and have won 49 total NEC titles in their 14 seasons in the league. CSU recently celebrated its 25th anniversary of Division I athletics in 2010-11.

View All Central Connecticut State University Jobs

CSU is an affirmative action and equal opportunity employer.

Required Qualifications
- Bachelor's degree
- Previous successful coaching experience at the collegiate or professional level in the sport of basketball
- Proven administrative and organizational skills, e.g., player development, recruiting, budget management, supervision and fundraising
- Proven track record of NCAA compliance and academic integrity
- Demonstrated ability to establish a good rapport and effective working relationships with student-athletes, parents, administrators, faculty, staff and the community

Preferred Qualifications
- Previous coaching experience at the Division I level in the sport of basketball
- Previous head coaching experience at the collegiate level in the sport of basketball

CSU HR Applicant Tracking System
COUNSELOR EDUCATION & FAMILY THERAPY: ASSISTANT/ASSOCIATE PROFESSOR [#C16-049]

Central CT State University in Connecticut

Date Posted: May 10, 2016
Type: Tenured, tenure track
Salary: Not specified
Employment Type: Full-time

Counselor Education & Family Therapy: Assistant/Associate Professor [#C16-049]

Central Connecticut State University invites applications for a full-time, tenured-track position in the Department of Counseling & Family Therapy/Student Development in Higher Education Concentration. The successful candidate will graduate courses in student development and counselor education, and be active and effective in student growth, service, and scholarship. Candidates are expected to be committed to multiculturalism and working with a diverse student body.

Required Qualifications:

- Earned doctorate in counselor education (with a focus on student development in higher education) or a related discipline (ABD candidates will be considered; completion of degree is required within one year of appointment)

- Demonstrated commitment to excellence in teaching core counseling courses (theories and techniques of counseling, group counseling, multicultural counseling AND student development in higher education courses (student development theory, student services, legal issues, program design)

- Experience in higher education practice, including training and supervision of student development professionals and/or counselors

- Potential for research and scholarship

- Commitment to serving culturally diverse communities

Preferred Qualifications:

- Successful teaching experience in higher education

- Experience mentoring and supervising graduate students and new professionals

- Three years full-time experience in student development in higher education settings

For full consideration, applications must be received by June 15, 2016. Salary and rank are commensurate with education and experience. For more information and application instructions, go to https://hrct.csu.edu/default.php.

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CCSU HR: Applicant Tracking System

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Central Connecticut State University

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Job Description

The Assistant Women's Basketball Coach will be responsible for the administration and operation of the Women's Basketball Program at CCSU. The Assistant Coach will be responsible for recruiting, game planning, statistical analysis, and scouting. The Assistant Coach will also be responsible for the day-to-day operations of the program including academic, compliance, and scheduling.

Position Information

Title: Assistant Women's Basketball Coach

Education:

Bachelor's degree in a related field preferred.

Required Skills:

Knowledge of basketball coaching techniques and abilities.

Preferred Qualifications:

Experience coaching women's basketball at the collegiate level.

On-Campus Interview Dates:

Monday, May 8, 2016

Application Deadline:

Wednesday, May 11, 2016

Contact:

David P. deGennaro, Chair

Department of Athletics

Central Connecticut State University

300 West Main Street

New Britain, CT 06050

Email: david.degennaro@ccsu.edu

Phone: 860-831-4320

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Central Connecticut State University 2016 Human Resources — Job Applicant Tracking System
Central Connecticut State University
CSU-SUOAF Promotional Opportunity

ASSOCIATE DIRECTOR
CENTER FOR ADVISING & CAREER EXPLORATION
Administrator IV

Application Process: Prospective candidates must submit a cover letter, resume, and contact information for three (3) current professional references via email to: Ken Poppe, Director of the Center for Advising & Career Exploration, at Poppe@ccsu.edu. Please reference the job title in the subject line.

Application Deadline: Applications must be received by close of business on Tuesday, June 2, 2015.

Please consider the environment before printing this email
Position Summary/Description: See attached.

Application Process: Prospective candidates must submit a cover letter, resume, and contact information of three (3) professional references (in one Word or PDF document) to Rene Karas at karasr@ccsu.edu.

Application Deadline: Applications must be received by Wednesday, May 11, 2016.

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Central Connecticut State University
CSU-SUOAF Promotional Opportunity

ACCESS & SECURITY COORDINATOR
Facilities Management
Administrator III

Position Summary/Description: See attached.

Application Process: Prospective candidates must submit a cover letter, resume, and contact information of three (3) professional references (in one Word or PDF document) Scott McKenna at mckenna@ccsu.edu.

Application Deadline: Applications must be received by Tuesday, September 1, 2015.

Please consider the environment before printing this email
Central Connecticut State University
CSU-SUOAF Promotional Opportunity

ASSISTANT REGISTRAR
OFFICE OF THE REGISTRAR
Administrator III

Application Process: Prospective candidates must submit a cover letter, resume, and contact information for three (3) current professional references via email to Patrick Tucker, Registrars, at ptucker@ccsu.edu. Please reference the job title in the subject line.

Application Deadline: Applications must be received by close of business on Wednesday, February 10, 2016.

Karen Porter
Human Resources
Central CT State Univ.
1615 Stanley Street
New Britain, CT 06050
Tel: (860) 832-1751
Fax: (860) 832-3197
porterak@ccsu.edu

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Central Connecticut State University  
CSU-SUOAF Promotional Opportunity

ASSISTANT DIRECTOR OF DEVELOPMENT & ANNUAL GIVING  
INSTITUTIONAL ADVANCEMENT  
Administrator III

Application Process: Prospective candidates must submit a cover letter, resume, and contact information for three (3) current professional references via email to Cindy Cayer, Institutional Advancement, at cayerc@ccsu.edu. Please reference the job title in the subject line.

Application Deadline: Applications must be received by close of business on Friday, October 16, 2015.

Please consider the environment before printing this email

Karen Portera  
Human Resources  
Central CT State Univ.  
1615 Stanley Street  
New Britain, CT  06050  
Tel: (860) 832-1751  
Fax: (860) 832-3197  
norterak@ccsu.edu
Central Connecticut State University

Report Pursuant to Connecticut General Statutes Section 10a-55m

January 1, 2015 – December 31, 2015

Prepared by the Office of Diversity and Equity – September 2016
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- Sexual Violence Statistics and Data
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Introduction

Central Connecticut State University (CCSU) is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. The University is located in New Britain, CT and has been an important part of that city's educational and cultural life since CCSU's founding. It is comprised of the following schools – Business, Education & Professional Studies, Graduate Studies, Science, Engineering & Technology, and the Carol Ammon College of Liberal Arts & Social Sciences.

CCSU is the largest of four comprehensive universities within the Connecticut State University System. It serves nearly 12,000 students (10,000 undergraduates and 2,000 graduate students). Female students account for 48 percent of the student population; males 52 percent. CCSU is richly diverse: nearly 30 percent of students are of traditional minority heritage; African American students comprise 11 percent, Latinos nearly 12 percent, and Asians almost 4 percent of the student body.

Prevention and Response Efforts

Throughout the last five years employees and students at CCSU have worked together to create a comprehensive network of prevention and awareness activities and to improve response efforts. Some highlights of the work accomplished in 2015 to ensure a safe and inclusive learning environment for all students include:

- A purposeful, multi-tiered education program for students as they progress through their educational career at CCSU. Before even arriving at CCSU students are provided an on-line training module on sexual assault and interpersonal violence. At Orientation they are required to attend comprehensive sexual assault prevention training. Throughout the academic year they are informed of programs and activities on a monthly, sometimes weekly, basis. Additionally, they may have a presentation from the CCSU Office of Victim Advocacy in one their classes or they may attend a session from the Ruth Boyea Women's Center in their Residence Hall. When students arrive at their senior year or in graduate school they are provided with an additional on-line training module.

- The on-going commitment of CCSU leadership to the Sexual Assault and Interpersonal Resource Team. This team meets regularly, provides oversight of policy changes and coordinates training for key campus officials.

- A new, permanent office was established – the CCSU Office of Victim Advocacy – and a full-time professional advocate and prevention specialist led a variety of efforts on campus.

- The university has invested in bringing major speakers such as Dr. Jackson Katz, Don McPherson and Dr. Lisa Fontes to speak to the student body and the public.

- The Department of Athletics has showed an on-going commitment to student training by collaborating on events, campaigns and educational trainings for student athletes.

Faculty, staff and students collaborated on two major prevention and awareness campaigns, creating buy-in from the campus community and generating increased discussion of sexual and interpersonal violence.

Faculty have shown strong support for campaigns and student training by welcoming presentations in the classrooms in a wide variety of disciplines.

A comprehensive Student Campus Climate Survey that focused on sexual and intimate partner violence was administered on campus during the 2015/2016 academic year by the CCSU Office of Victim Advocacy.

The development of multiple means of providing mandatory Title IX training to CCSU employees so as to meet the needs of a busy faculty and staff, and ensure that employees are aware of their responsibilities.

Reportable Data

CCSU has seen an increase in reports and disclosures of sexual assault, stalking and intimate partner violence during the 2015 calendar year. This is likely due to a variety of reasons:

- The hiring of a full-time victim advocate and prevention specialist gave the Office of Diversity and Equity the capacity to increase training opportunities for employees which lead to an increase in referrals to the victim advocate.

- An increase in presentations within classrooms from diverse disciplines provided an opportunity for students across campus to learn more about their options and rights under the sexual misconduct policy.

CCSU leadership is pleased that more victims/survivors are aware of resources on campus and are being provided services and assistance.

Students – Incidences of Sexual Violence

Disclosures
A total of thirty-seven (37) individuals disclosed experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. Disclosures indicate that the victim/survivor did not provide any identifying information regarding the person who harmed them and did not want to engage with a formal process at CCSU. Therefore there was no formal investigation from the university. However, these individuals were all offered advocacy services and support in making connections with a variety of campus and community resources.

Reports
Twenty-four (24) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. A report indicates that a CCSU employee was informed of identifying information of an accused person and/or the reporting individual requested that the university take some action. Nine (9) of the reports resulted in disciplinary action by the

CCSU Office of Student Conduct. Fifteen (15) reports did not result in disciplinary action for reasons that are outlined below.

Sexual Assault Reports
A total of five (5) sexual assaults were reported to CCSU in 2015. One (1) report resulted in an expulsion of the accused person. Four (4) of the reports did not result in disciplinary action. No action was taken for the following reasons:
- In two (2) of these reports neither the reporting individual nor the investigators could determine the identity of the accused persons and so the investigation could not proceed.
- One (1) of these reports involved an accused person who was not a CCSU employee or student and so, was not under the jurisdiction of CCSU Student Conduct.
- One (1) report was investigated by the Office of Student Conduct who determined that the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Intimate Partner Violence Reports
A total of thirteen (13) reports of intimate partner violence were made to CCSU in 2015. Four (4) of the reports resulted in disciplinary action for the accused persons. The disciplinary action resulted in the following sanctions: three (3) suspensions and one (1) deferred suspension. Nine (9) intimate partner violence reports did not result in disciplinary action for the following reasons:
- Three (3) reports involved an accused person who was not a member of the CCSU community (students/faculty/staff) and thus were not in the jurisdiction of CCSU Student Conduct.
- Six (6) reports were investigated by the Office of Student Conduct who determined that the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Stalking - Reports
In total, six (6) individuals reported stalking to a CCSU employee. Four (4) of the reports involved the same accused person. That accused person was expelled from CCSU. Two (2) other reports of stalking did not result in disciplinary action because, after an investigation the Office of Student Conduct determined the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Student Conduct Appeals
After being found responsible for breaking CCSU policy and sanctioned by the Office of Student Conduct, two (2) individuals appealed the outcome. Both appeals were from students who had been found responsible for intimate partner violence. The original outcome in both cases was upheld by the Associate Dean of Student Affairs.

Employees - Incidences of Sexual Violence
Throughout the 2015 calendar year there were no incidents of sexual assault, intimate partner violence or stalking that involved employees.

**Total Anonymous and Confidential Reports and Disclosures**

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence stalking. In 2015 there were zero (0) anonymous reports.

Licensed counselors in the CCSU Student Wellness Services are the only employees on campus who receive confidential reports or disclosures of sexual violence. They do not formally track these incidents but were able to provide an estimate of the number of disclosures their office received throughout 2015:

- Sexual assault: between thirty-eight and forty-five (38-45) confidential disclosures
- Intimate Partner Violence: Approximately seven (7) confidential disclosures
- Stalking: Approximately two (2) confidential disclosures

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence (see Sexual Violence Reportable Statistics and Data, Table III). Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.

**Additional Statistics**

In addition to incidents of sexual assault, intimate partner violence and stalking, CCSU also provides advocacy and reporting options for other types of harassment and discrimination that is prohibited under Title IX. Throughout the 2015 calendar year CCSU received the following reports and disclosures:

- Sexual Harassment: Fifteen (15) reports and three (3) disclosures
- Sexual exploitation: One (1) report
- Discrimination based on sexual orientation: One (1) report
- Discrimination based on gender: Six (6) reports

CCSU offices, including the Office of Diversity and Equity, CCSU Office of Victim Advocacy and Office of Student Conduct provided services and response to these individuals, depending on the particular circumstances of each incident.

Sexual Violence Statistics and Data
SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University
REPORTING OFFICE: Office of Diversity and Equity (ODE)
INSTITUTION CONTACT: Rosa Rodriguez, Chief Diversity Officer/Title IX Coordinator
YEAR: 2015

<table>
<thead>
<tr>
<th>Program Category</th>
<th>Number of Programs:</th>
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<tbody>
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<tr>
<td>Intimate Partner Violence</td>
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</table>

Program Types:
(List and Describe Each Program Type)

PREVENTION

Trainings
Sexual Violence Prevention Program (on-line)
Type of program: Prevention (sexual assault, intimate partner violence, stalking)
Number of sessions offered: On-Line
Audience: Incoming and Transfer CCSU Students
Number of participants: 1,090
Description: CCSU Office of Diversity and Equity (ODE) and Division of Student Affairs collaborate in requiring incoming students to complete an evidence-based, on-line training. This module provides information about campus policies, definitions, campus and community resources, scenarios to identify signs of abusive behaviors, information on bystander intervention, scenarios to build intervention skills and steps to support victims/survivors of sexual violence.

Title IX Training for Graduate Students and “Senior” Undergraduate - On-Line
Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions: On-Line available to all graduate students and “senior” undergraduates
Audience: CCSU Graduate students and “senior” undergraduates
Number of participants: 491
Sexual Assault Prevention and Title IX Training for Resident Assistants

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions: Two (2)

Audience: Resident Assistants

Number of participants: 80

Description: All Resident Assistants (RA’s) complete required training on an annual basis. Facilitated by staff from the CCSU Office of Victim Advocacy, new RA’s receive training in consent, alcohol and sexual violence, dynamics of relationship violence, rape myths, and stalking behavior. Both new and returning residents then participate in a training on policies, protocols, response and their particular responsibilities as Resident Assistants. The prevention of sexual and interpersonal violence is also highlighted and discussed.

Sex Signals

Type of program: Prevention (sexual assault)

Number of sessions offered: Two (2)

Audience: Incoming CCSU undergraduate students

Number of participants: 1,000 (approximate)

Description: CCSU offers a comprehensive orientation for new students each summer. At Orientation 2015 students were required to attend “Sex Signals” a 90-minute, interactive program facilitated by two trained professionals. The program focuses on beliefs, attitudes and behavior that can lead to sexual violence, the difference between seduction and coercion, consent, how to identify predatory behavior and how to intervene to support members of the CCSU community.

Stand Up CCSU – Classroom Presentations

Type of program: Prevention (sexual assault)

Number of sessions offered: Twenty (20)

Audience: Students

Number of participants: 800

Description: Staff from the Stand Up CCSU Campaign committee facilitated 20 minute presentations to students that focused on the reality of sexual assault in college communities, bystander intervention and resources for students both on and off campus.

On Being a Man – Developed and Facilitated by Dr. Jason Sikorski

Type of program – Prevention (sexual assault, intimate partner violence and stalking)

Number of Sessions Offered: Approximately 6 sessions. The program is delivered in two sessions lasting two hours each.

Number of Participants: Approximately 40

Audience: Male student athletes (approximately 15), male students living in the residence dormitories (Approximately 15), Fraternity members (Approximately 10)
Description: The workshop aims to implement a theory-driven prevention paradigm to engage men in the process of evaluating whether rigid adherence to hyper-masculine gender expectations is likely to result in future happiness and health. Active learning principles, role plays, direct coaching strategies, and vivid multi-media resources are utilized to facilitate the process by which men think critically about pressures placed upon them by society and whether following these expected standards truly exemplifies "being a real man." This program was developed, facilitated, and evaluated by Dr. Jason Sikorski, Associate Professor of Psychology at CCSU.

Association of Title IX Administrators (ATIXA) 2-day Civil Rights Investigator (Level 2) certification course

Type of program: Prevention (sexual assault, intimate partner violence, and stalking)

Number of sessions offered: One (1) two day training

Number of participants: 85

Audience: Professionals from various CSCU institutions, local law firms, and a collection of regional private institutions of higher education.

Description: Level two investigator training is an intermediate level of training that builds on your skill set with more nuanced questioning techniques, a strong focus on questioning, record keeping and note-taking, managing complex investigations, and a topical exploration that broadens beyond the sexual misconduct focus of level one. This training builds strong skills with frequent exercises and case studies that allow for high levels of interaction, analysis and the application of various civil rights investigation techniques.

Programs

Jackson Katz: A Lecture on American Manhood and Violence against Women

Type of program: Prevention (sexual assault, intimate partner violence, stalking)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff ** Student Athletes were required to attend

Number of participants: 600

Description: Dr. Jackson Katz provided a keynote address to kick-off the Stand Up CCSU campaign. In his two hour lecture he illustrated how the sports culture, comedy, advertising, and other media depictions of men, women, sex, and violence contribute to pandemic levels of gender violence.

The Bro Code: Masculinity and the Courage to Change

Type of program: Prevention (sexual assault, intimate partner violence, stalking)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 100

Description: Dr. Tom Keith, a filmmaker, anti-sexist activist, author and lecturer provided a lecture and discussion that looked at the forces in popular culture that condition boys and men to dehumanize and disrespect women and provided an in depth analysis of the BRO Code.

TedxCCSUSalon: The Man Box: Discussing Gender, Masculinity, and Male Privilege

Type of program: Prevention (sexual assault, intimate partner violence, stalking)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff
Number of participants: 55
Description: Facilitator and counselor William Fothergill facilitated a discussion on gender and male privilege that focused on a popular TED Talk.

You Throw Like a Girl; Language Masculinity and Violence against Women
Type of program: Prevention (sexual assault, intimate partner violence, stalking)
Number of sessions offered: One (1)
Audience: Students, Faculty and Staff **Student Athletes were required to attend
Number of participants: 500
Description: Don McPherson, former NFL player, College Football Hall of Famer, activist, educator, feminist and entrepreneur lead a session that focused on nurturing positive language and understanding of masculine identity.

Student Government Association Public Forum on Sexual Assault
Type of program: Prevention (sexual assault)
Number of sessions offered: One (1)
Audience: Students, Faculty and Staff
Number of participants: Fifteen (15)
Description: Leadership from the CCSU Student Government Association coordinated a public forum that featured a panel to discuss affirmative consent and board policies on sexual misconduct.

AWARENESS

Trainings

Sexual Assault and Interpersonal Violence Resource Team (SART) Meetings
Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Four (4)
Audience: SART team members
Number of Participants: 20 (approx.) per session
Description: The CCSU SART Team is a group of faculty, staff and students who meet regularly throughout the academic year to provide leadership to the campus community regarding the prevention and response to sexual assault and interpersonal violence. The team receives regular training. In 2015 training included a lecture on coercive control in intimate partner violence by Dr. Lisa Fontes, a training on offender risk factors by Dr. Randy Wallace, an update on new state and federal legislation from CONNSACS and an update on changes to sexual assault policies and procedures by CCSU Student Conduct.

Red Flag – Classroom Presentations
Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: 27
Audience: Students
Number of participants: 840
Description: Staff from the CCSU Office of Victim Advocacy and faculty from the Department of Criminology and Criminal Justice facilitated 20 minute classroom presentations that focused on aspects of healthy relationships, signs of abusive relationships and how to help a friend who is in an abusive relationship. Resources for students both on and off campus were also discussed. Presentations reached students in a variety of different disciplines across campus.

Sexual Assault Awareness Residence Hall Training

Type of program: Awareness (sexual Assault)
Number of sessions offered: Fifteen (15)
Audience: Students living in the CCSU Residence Halls
Number of Participants: 275

Description: Throughout the beginning of the fall and spring semesters staff from the Ruth Boyea Women’s Center, in coordination with Residence Life, facilitated sexual assault awareness programs in each of the Residence Halls. The one hour training focused on the definition of sexual assault and resources for students both on and off campus.

Initial Title IX Training for CCSU Employees

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Eighteen (18)
Audience: CCSU Employees
Number of participants: 134

Description: This three hour sessions is offered regularly to all CCSU employees. Facilitated by staff from the CCSU Office of Victim Advocacy, the workshop focuses on understanding CCSU’s policy and protocol as it pertains to Title IX and sexual misconduct. CCSU employee responsibilities under these policies and under state and federal law and how to assist colleagues and students who may have experienced sexual misconduct. An in-depth lecture and discussion regarding the reality of sexual assault, intimate partner violence and stalking on campus is conducted. Participants are also provided information on resources and referrals both on and off campus.

Initial Title IX Training for CCSU Employees – On-Line

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Offered to all employees on-line
Audience: CCSU Employees
Number of participants: 529

Description: All CCSU employees are required to attend annual Title IX training. This training is offered both in person and on-line. The on-line session covers policy and procedure related to sexual misconduct, employee responsibilities and provides information on sexual assault, intimate partner violence and stalking.

Title IX Refresher Training for CCSU Employees

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Eight (8)
Audience: CCSU Employees who have already completed an initial Title IX Training
Number of participants: 353
Description: This 45 minute training, facilitated by staff from the CCSU Office of Victim Advocacy, is required on an annual basis for all employees who have previously completed a three-hour initial training or the on-line training. The training focuses on updates to policy, protocol and relevant legislation. Participants also review their responsibilities as CCSU employees and discuss a case study. Resources from both on and off campus are also discussed.

Dare to be a Blue Devil

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: Two (2)

Audience: Incoming CCSU students (freshman and transfer)

Number of participants: 1,000 (approx.)

Description: This 90 minute training is a required component of orientation for new students. Facilitated by the Director of Student Conduct, the Coordinator of Wellness Education and the CCSU Victim Advocacy and Violence Prevention Specialist, participants receive information on their responsibilities under the Student Code of Conduct. Definitions related to the sexual misconduct policy are also explained. Resources both on and off campus are provided.

Programs

Take Back the Night

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 150

Description: At this annual event hosted by the Ruth Boyea Women’s Center, the campus community comes together to support survivors of sexual assault, intimate partner violence and stalking. There is an opportunity for victims, survivors and supporters to share their experience and/or message in a variety of different formats.

Invisible Chains: Coercive Control in Intimate Relationships. A Facilitated Discussion with Dr. Lisa Fontes.

Type of program: Awareness (intimate partner violence)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 50

Description: Author and researcher, Dr. Lisa Fontes, facilitated an interactive presentation which described how coercive control shows up in the lives of real people – and what we can do about it.

The Legal Consequences of Domestic/Interpersonal Violence. A Panel Discussion.

Type of program: Awareness (intimate partner violence)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 82
Description: The goal of this panel was to raise awareness of the interpersonal violence epidemic and present on Connecticut's approach to victim treatment and abuser accountability. Bringing together a variety of expertise, attendees learned about the history and progression of interpersonal violence laws in general and in Connecticut, current criminal justice procedures at the state level to reduce incidences of interpersonal violence, working with interpersonal violence offenders and the impact of interpersonal violence on victims and their families.

No Witness – Theatrical Production
Type of program: Awareness (sexual assault)
Number of sessions offered: One (1)
Audience: Students, faculty and staff
Number of participants: 25 (approx.)
Description: Hosted by the CCSU Theatre Department, CCSU theatre students performed the play “No Witness” which focuses on the court hearing of a sexual assault case. Audience members were then selected to serve as a jury and discussed the guilt or innocence of the alleged perpetrator in a room with a live feed directed back to the rest of the audience. The performance was followed by a panel discussion with experts from across campus and the community.

Walk of No Shame
Type of program: Awareness (sexual assault, intimate partner violence and stalking)
Number of sessions offered: One (1)
Audience: Students, faculty and staff
Number of participants: 50 (approx.)
Description: This event, organized by students from the Ruth Boyea Women’s Center, focused on ending victim blame and provided a platform for students to share their own experiences with street harassment and sexual misconduct.

Vagina Monologues
Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: One (1)
Audience: Students, Faculty and Staff
Number of participants: 100 (approx.)
Description: CCSU students, faculty and staff performed the award winning play Vagina Monologues. The performance was organized by the Ruth Boyea Women’s Center.

Other Awareness Initiatives

Campus Climate Survey – Data Collection
Type of program: Awareness (sexual assault, intimate partner violence)
Number of sessions offered: Fifty (50)
Audience: Students
Number of participants: 750 (approx.) An additional 250 surveys were collected in the spring of 2016.
Description: Throughout the fall of 2015 data was collected on the prevalence of sexual assault and intimate partner violence at CCSU. Researchers from the CCSU Office of Victim Advocacy visited 50 randomly selected
classes and students had the option of completing the survey. All participants were also provided information on resources on campus and in the community.

How to Help Booklets
Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: N/A
Audience: CCSU employees, students
Number of participants: Approximately 10,000
Description: "How to Help" manuals include basic information on sexual assault, stalking and intimate partner violence, resources on and off campus, reporting options, victim rights and how individuals can help prevent violence. Approximately 10,000 copies were distributed in 2015 at events, "tabling" in the student center, at new student and employee orientations, in the residence halls, in classroom presentations and in offices throughout the CCSU campus. Note: All new students and employees received copies of the policy and procedure booklet, How to Help booklet and an informational pamphlet that includes definitions and contact names for on- and off-campus resources.

"Pipeline" Announcement
Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: N/A
Audience: CCSU employees, students
Number of participants: Unknown
Description: At the beginning of each semester, CCSU posts an announcement on the Central Pipeline (student, faculty and staff on-line portal) on student resources for sexual assault and interpersonal violence prevention and awareness and new policy changes.

Risk Reduction
An Introduction to Self Defense
Type of program: Risk Reduction (sexual assault)
Number of sessions offered: One (1)
Audience: Students in Barrows Hall
Number of participants: 10
Description: A certified Self Defense Instructor from the Office of Victim Advocacy provided a one hour discussion on safety and basic self-defense.

Campus "Blue Lights"
Type of program: Risk Reduction (sexual assault, intimate partner violence)
Number of sessions offered: N/A
Audience: CCSU employees and students
Number of participants: N/A
Description: The University has installed approximately 100 well-paced emergency telephones on campus that automatically dial into the police dispatch center on campus.
Police Safety Escort Service
Type of program: Risk Reduction (sexual assault, intimate partner violence)
Number of sessions offered: N/A
Audience: CCSU employees and students
Number of participants: N/A
Description: Concerned students or employees at CCSU can call the CCSU Police and will be escorted to their destination (within the campus). Escorts include police student workers, public safety assistants and police officers.

### II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:

<table>
<thead>
<tr>
<th>Campaign Category</th>
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<td>Intimate Partner Violence</td>
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</tbody>
</table>

**Campaign Types:**
(List and Describe Each Campaign Type)

**Campaign 1 of 2**

Stand Up CCSU – Spring Semester 2015

Type of Campaign: Prevention and Awareness (sexual assault, intimate partner violence, stalking)

Description:
Stand Up CCSU is a bystander awareness campaign developed by a group of Central Connecticut State University students, faculty and staff who are committed to the prevention of sexual and interpersonal violence on our campus. An essential part of Stand Up CCSU is encouraging men to stand and take action against violence. The campaign goal is to engage the campus community in a dialogue on how each of us can actively plan a part in creating an environment free of sexual and relationship violence.

Stand Up CCSU Committee:

A campus wide committee worked together to develop and implement the campaign. Chaired by Nick D’Agostino (Office of Diversity and Equity) and Sarah Dodd (Office of Victim Advocacy) the committee was comprised of students, faculty and staff from Administrative Affairs, Athletics, Center for Public Policy and Social Research, Criminal Justice and Criminology Department, Counseling Wellness, Healthy Men’s Initiative, Health Services, Inter Residence Council, Marketing and Communications, Residence Life, Ruth Boyea Women’s Center, Student Activities and Leadership Development, Student Conduct and University Relations.

Initiatives

Posters

Approximately 150 posters from the “Where Do You Stand?” campaign, developed by the non-profit Men Can Stop Rape, were hung in academic and administrative buildings as well as residence halls. The posters promote bystander intervention, particularly to college men.

Classroom Presentations
Members of the committee facilitated trainings on bystander intervention in twenty classrooms to approximately 800 students.

**Major Speakers**

**Jackson Katz: A Lecture on American Manhood and Violence against Women**, 600 students, faculty and staff attended. Program was required for all NCAA student athletes.

**Tom Keith: The Bro Code: Masculinity and the Courage to Change**, 100 (approx.) students in attendance

**TedxCCSUSalon: The Man Box: Discussing Gender, Masculinity, and Male Privilege**, 55 students in attendance

**Outreach**

- Stand Up CCSU committee members were interviewed about the campaign for the campus radio station and newspaper.
- Every room door in the Residence Halls had a Stand Up CCSU doorknocker on it when students returned from spring break. The doorknockers provided information on bystander intervention and campus and community resources.
- Stand Up CCSU committee members provided information on the campaign and bystander intervention through tabling at three basketball games, the Dean’s Cup and on seven days at the Student Center.
- At the hashtag #StandUPccsu dozens of CCSU faculty, staff and students had their pictures posted to twitter with messaging about how and why they take a stand.
- The Student Center had a campaign banner in the Devil’s Den and bystander information on computer screens.

**Outcomes**

- Directly reached approximately 1,550 students with presentations and trainings on sexual assault and relationship violence prevention.
- Information on bystander intervention and resources for those impacted by violence was widely distributed, in many different formats, across the CCSU campus.
- CCSU community members were provided an avenue to become involved in campus sexual assault and intimate partner violence prevention.

**Campaign 2 of 2**

**The Red Flag Campaign – Fall Semester 2015**

**Type of Campaign: Prevention and Awareness (sexual assault, intimate partner violence, stalking)**

**Description:** The Red Flag Campaign (RFC) uses an evidence-based, bystander intervention strategy to address sexual assault, dating violence and stalking on college campuses. At CCSU the campaign includes the distribution of red flags on campus, a poster series, classroom presentations and several key note speakers.

**Red Flag Committee**

A campus wide committee worked together to implement the campaign. Chaired by Sarah Dodd (Office of Victim Advocacy) and Kathy Bantley (Criminology and Criminal Justice) the committee was comprised of students, faculty and staff from Student Government, Residence Life, Health Services, the Ruth Boyea Women’s Center, University Police, Office of Diversity and Equity, Center for International Education, Psychological Sciences, Criminology and Criminal Justice and the YWCA of New Britain. Additional support was provided by the Department of Athletics and Student Affairs.
Initiatives

Posters
Approximately 150 Red Flag Campaign posters were distributed throughout campus, in academic buildings, dining halls and residence halls. Posters contained information on behaviors that may indicate a “red flag” in a relationship and how to intervene in these situations.

Classroom Presentations
- Committee members facilitated presentations in 27 classrooms across various disciplines including construction management, criminology, computer science, history, management, management information systems, psychology, statistics and nursing.
- Approximately 841 students participated (25% increase from 2014).

Major Speakers
Don McPherson, “You Throw like a Girl;” 500 (approx.) students in attendance including all NCAA athletes
Dr. Lisa Fontes presented on “Coercive Control;” facilitated workshops for the SART Team, two classrooms and an open sessions with 50 people in attendance.

Criminal Justice Panel presented on “Legal Consequence of Domestic Violence” with 82 people in attendance.

Outreach
- Students and staff “tabled” at two football games (approximately 300 students received educational information)
- Student Center
  - Committee members “tabled” on multiple dates(approximately 100 students received educational information)
  - The statue of Kaiser in the Devil’s Den was dressed a Red Flag Campaign t-shirt to draw attention to the posters
  - A campaign banner was held in Devil’s Den and information about dating violence was on television and computer screens
- Door tags in Residence Halls – 1,000 (tags) on student doors with information on the Red Flag Campaign as well as campus and community partner’s resources and services.
- Two e-mails were sent to the campus community from Rosa Rodríguez, Title IX Coordinator
- There was promotion of the campaign at three Title IX Trainings

Total Direct Contact (Training/Events): 1,523 (66% increase from 2014)

Overall Outcomes
- Increased student contact. The RFC 2015 expanded education efforts and directly reached more students with educational content then past campaigns
- Events lead to learning. Students report learning about bystander intervention, social norm change and different aspects of abusive behavior through educational events
- New faculty allies. Faculty from atypical disciplines such as computer science and geography engaged in the campaign, allowing RFC to reach students who might not otherwise focus in the classroom on issues like interpersonal violence.
### III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE:

<table>
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<th>Incident Category</th>
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### IV.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):

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"Sexual Violence" was used aggregately to encompass sexual assault, stalking, and intimate partner violence, as defined by C.G.S. The full text of each of the above reportables is as follows:
I. A copy of its most recent policies regarding sexual assault, stalking and intimate partner violence;

II. A copy of its most recent concise written notification of the rights and options of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies;

III. The number and type of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution;

IV. The type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution;

V. The number of incidences of sexual assault, stalking and intimate partner violence reported or disclosed to such institution;

VI. The number of confidential or anonymous reports or disclosures to the institution of sexual assault, stalking and intimate partner violence;

VII. The number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence; and

VIII. The final outcome of all disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, including, but not limited to, the outcome of any appeals of such final outcome, to the extent reporting on such outcomes does not conflict with federal law.

STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

Sec. 53a-70. Sexual assault in the first degree: Class B or A felony. (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

(b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

(2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty
under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.

Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person’s guardian or otherwise responsible for the general supervision of such person’s welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor’s professional, legal, occupational or volunteer status and such other person’s participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.

Sec. 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to
fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

(b) Sexual assault in the third degree is a class D felony or, if the victim of the offense is under sixteen years of age, a class C felony.

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

Sec. 10a-55m. (a) (1) "Affirmative Consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Sec. 10a-55m. (a) (5) "Intimate partner violence" means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a, stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

Sec. 53a-70b. Sexual assault in spousal or cohabiting relationship: Class B felony. (a) For the purposes of this section:

(1) "Sexual intercourse" means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim's body; and

(2) "Use of force" means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.

(b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

(c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

STALKING

Sec. 53a-181c. Stalking in the first degree: Class D felony. (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

(b) Stalking in the first degree is a class D felony.

Sec. 53a-181d. Stalking in the second degree: Class A misdemeanor. (a) For the purposes of this section, "course of conduct" means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person's property.

(b) A person is guilty of stalking in the second degree when:
(1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person's physical safety or the physical safety of a third person; or

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person's employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person's place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

(c) Stalking in the second degree is a class A misdemeanor.

Sec. 53a-181e. Stalking in the third degree: Class B misdemeanor. (a) A person is guilty of stalking in the third degree when he recklessly causes another person to reasonably fear for his physical safety by wilfully and repeatedly following or lying in wait for such other person.

(b) Stalking in the third degree is a class B misdemeanor.

PROGRAMMING:

Sec. 10a-55m. (a) (2) "Awareness programming" means institutional action designed to inform the campus community of the affirmative consent standard used pursuant to subdivision (1) of subsection (b) of this section, and communicate the prevalence of sexual assaults, stalking and intimate partner violence, including the nature and number of cases of sexual assault, stalking and intimate partner violence reported at or disclosed to each institution of higher education in the preceding three calendar years, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

Sec. 10a-55m. (a) (6) "Primary prevention programming" means institutional action and strategies intended to prevent sexual assault, stalking and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

"Risk Reduction"

"Risk Reduction" is not statutorily defined. However, the Federal regulations for the Violence Against Women Act amendments to the Clery Act (VAWA), provides the following definition:

- Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

While VAWA's definition is criticized as implying that victims can prevent sexual violence by participating in risk reduction programs, it is still helpful in categorizing institution's sexual violence programs and initiatives for reporting purposes. Examples of risk reduction programs related to sexual violence include, but are not limited to: blue safety lights on campus, self-defense classes, safety tips, bystander intervention techniques, the buddy system, rape whistles, and related educational programming.

CONCERNING "REPORTS" vs "DISCLOSURES" IN PART IV OF THE AFOREMENTIONED:
A disclosure is a communication of an incident of sexual violence not accompanied with a request for an investigation or adjudication, although there may be a request for accommodations and referral to services.

A report is a disclosure accompanied by an immediate request for an investigation and adjudication.

All inquiries concerning this handbook may be directed to Gregory F. Daniels, Assistant Counsel, Connecticut State Colleges and Universities, at 860-723-0018 or DanielsG@ct.edu.

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Transgender Students on Campus:
Serve, Protect & Retain Your Gender Nonconforming Students

Thursday, November 12, 2015
2:00 – 3:30 PM ET
Follow on Twitter: #PaperClipTopic

Panelists

Genny Beemyn, Ph.D.
Director, Stonewall Center
Emerson College
Coordinator, Campus Pride's Trans Policy Checklist

Shane Windmeyer
Executive Director, Campus Pride

“Trans”

A prefix taken from Latin

Definitions:
1) across, on the other side of
e.g., transatlantic, transsexual
2) beyond, transcending
e.g., transpersonal

“Trans” is not needed and inaccurate

Key Findings

• 31-39% of the transmasculine (TM), transfeminine (TF), & gender-nonconforming (GNC) respondents had experienced harassment on campus.
• 17-22% of trans-spectrum respondents who had experienced harassment feared for their physical safety on campus.
Key Findings

- 65% of the TM students, 53% of the TF students, and 18% of the GMC students avoided disclosure of their gender identity because of a fear of negative consequences.
- One-third of trans-spectrum participants have seriously considered leaving their institution because of the negative climate.
- More than half of trans-spectrum respondents felt comfortable or very comfortable with the overall campus climate at their institutions.

College Students with Non-Binary Sexual and/or Gender Identities

- 208 students, ages 17-25, were interviewed from 84 different colleges; 23% identified as people of color.
- 111 identified outside of a gender binary, including genderqueer, agender, gender fluid, non-binary trans, demigender, and androgynous students.
- 102 also identified outside of a sexual binary.
- Average age at which they began using their current gender identity label: 19 years old.
- 91 of the 111 use gender-inclusive pronouns for themselves; most (91%) use "they/them/their".

College Students with Non-Binary Sexual and/or Gender Identities

- 51% of the non-binary trans students were out to a parent (58% of the participants of color).
- 70% of the cis participants were out or mostly out about their non-binary sexual identity to at least one parent (48% of the participants of color).
- Of the 59 participating students who identified outside of both sexual and gender binaries:

  - 38 were out or mostly out to at least one parent about both (57% of the students of color).
  - 22 were out about their sexual identity but not their gender.
  - Only 2 people were out about their gender but not their sexuality.

College Students with Non-Binary Sexual and/or Gender Identities

- When asked how they learned about their identities:

  - At websites (~50%), friends (~20%), and a few people who identified themselves (~10%)
  - Individuals with less known non-binary gender identities, like agender and dandigender, were more likely to learn the terms online, typically on Tumblr.
  - The students who had adopted terminology that, at least as of now, is not widely known even among trans people inevitably learned it online.
Transgender Students on Campus:
Serve, Protect & Retain Your Gender Nonconforming Students

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Coordinator, Campus Pride’s Trans Policy Clearinghouse

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"Trans"
A prefix taken from Latin
Definitions:
1) across, on the other side of
   e.g., transatlantic, transsexual
2) beyond, transcending
   e.g., transcendent
   "Trans" not needed and inaccurate

Key Findings

• 31-39% of the transgender (TM), transfeminine
  (TF), & gender-nonconforming (GNC) respondents
  had experienced harassment on campus.

• 17-22% of trans-spectrum respondents who had
  experienced harassment feared for their physical
  safety on campus.

State of Higher Education for LGBT People
Rankin, Blumenfeld, Weber, & Frazier
Campus Pride, 2010
Key Findings

- 65% of the TM students, 55% of the TF students, and 18% of the GNC students avoided disclosure of their gender identity because of a fear of negative consequences.
- One-third of trans-spectrum participants have seriously considered leaving their institution because of the negative climate.
- More than half of trans-spectrum respondents felt comfortable or very comfortable with the overall campus climate at their institutions.

Campus Queer: The Experiences and Needs of LGBTQ+ College Students
Genny Beazyn
Johns Hopkins University Press

College Students with Non-Binary Sexual and/or Gender Identities

- 208 students, ages 17-25, were interviewed from 84 different colleges; 27% identified as people of color
- 111 identified outside of a gender binary, including genderqueer, agender, gender fluid, non-binary, trans, demigender, and androgynous students
- 102 also identified outside of a sexual binary
- Average age at which they began using their current gender identity label: 19 years old
- 91 of the 111 use gender-inclusive pronouns for themselves; most (91%) use “they/their/them”

College Students with Non-Binary Sexual and/or Gender Identities

- 51% of the non-binary trans students were out to a parent (58% of the participants of color)
- 70% of the cis participants were out or mostly out about their non-binary sexual identity to at least one parent (42% of the participants of color)
- Of the 99 participants who identified outside of both sexual and gender binaries:
  - 35 were out to or mostly out to at least one parent about both (59% of the students of color)
  - A third were out about their sexual identity but not their gender
  - Only 2 people were out about their gender but not their sexuality

College Students with Non-Binary Sexual and/or Gender Identities

- Where all respondents learned about their identities:
  - A website (18%), a friend (31%), a peer who identifies as non-binary, an online community, a specific individual, or someone from a different demographic as a first contact.
  - Individuals with less exposure to non-binary gender identities, like agender and demigender, were much more likely to learn the terms online, typically on Tumblr.
  - The students who had adopted terminology that, at least as of now, is not widely known even among trans people invariably learned it online.
College Students with Non-Binary Sexual and/or Gender Identities

- Where respondents received support for their gender and sexual identities:
  - a friend(s): 77%
  - an LGBTQ+ group: 3%
  - a religious group: 27%
  - a campus LGBTQ+ center/office: 27%
  - their roommate(s): 17%
  - a family member(s): 17%
  - their therapist or a campus counseling center: 4%

How Colleges Fail Non-Binary Trans Students

1. Providing Gender-Inclusive Bathrooms
2. Recognizing that Pronouns Matter
3. Expanding Name and Gender Marker Options on Records
4. Offering Gender-Inclusive Housing
5. Raising Awareness and Education

Addressing Bathrooms

- Title IX requires that colleges allow trans people to use the facilities that correspond to their gender identity, without regard to transition status.
- Have a written bathroom policy that protects trans students from discrimination.
- Sample policy:
  "The University of Massachusetts, Amherst affirmatively creates and maintains a gender-neutral, trans-friendly, and supportive campus environment that respects and values all students and their identities. The purpose of Title IX is to ensure that all students are able to participate in University programs without discrimination based on gender or gender identity. The University provides gender-neutral, trans-friendly, and supportive facilities for all students, including, but not limited to, gender-neutral, trans-friendly, and supportive restrooms and locker rooms."

- Have single-occupancy men's and women's restrooms converted into gender-inclusive ones by installing locks and changing signs.
- Have a policy requiring at least one gender-inclusive restroom in all newly constructed or significantly renovated buildings, including residence halls.
- Have gender-inclusive restrooms in at least half of the administrative and academic buildings on campus (standard of the Campus Pride Index).

- Have bathroom signs that do not use male and female stick figures (just say "bathroom")
- Have an online list/map of campus gender-inclusive bathrooms
Pronouns Matter

- Pronoun examples: he/him; she/her; they/them; ze/zir (not "male" or "female" pronouns)
- They are the pronouns that I use, not my "preferred" pronouns
- Only a few colleges currently have a process to indicate pronouns on records
- Almost all of the non-binary gender interviewers said that pronouns were not asked by faculty in any of their classes, including in Women and Gender Studies
- Many did not feel comfortable approaching a professor with their pronouns

Addressing Pronouns

- Require all faculty to attend a non-binary trans training session
- Encourage faculty to have a name and pronoun policy and to have it on their syllabi

"Name and Pronouns: Everyone has the right to be addressed and referred to by the name and pronouns that correspond to their gender identity, including the use of gender-neutral pronouns. Class names have a major's last first name, unless they have entered a profession or they have an SNAME. Pronouns are not included on name spaces, or marks will be added to indicate the person that they are for themselves whenever they are asked to do it. If a person is not using a derivative's name and pronouns on it, any name and pronouns must be respected as all that is in the classroom."

"30 Second Stretch"

Addressing Name and Gender Marker Change

- Enable students to have a name other than their legal first name on institutional documents (ID cards, class rosters, directory listings, unofficial transcripts, diplomas, etc.) and to make this change themselves online. This should be the only name that appears
- Have more than "M/F" as choices on forms and records, including admissions applications
College Students with Non-Binary Sexual and/or Gender Identities

- Where respondents received support for their gender and sexual identities:
  - a friend: 77%
  - an LGBTQ+ group: 30%
  - a parent(s): 30%
  - their school or a campus counseling center: 4%

How Colleges Fail Non-Binary Trans Students

1. Providing Gender-Inclusive Bathrooms
2. Recognizing that Pronouns Matter
3. Expanding Name and Gender Marker Options on Records
4. Offering Gender-Inclusive Housing
5. Raising Awareness and Education

Gender-Inclusive Bathrooms (GIB)

- "Gender-inclusive" and not "gender-neutral" (a bathroom open to people of all genders)
- Mentioned by the most interviewees: few campuses had a significant number of gender-inclusive bathrooms, and these bathrooms were not always well-marked and in convenient locations
- Some students could give the exact number and location of the GIBs on their campus, as there were the only bathrooms they would use

Addressing Bathrooms

- Title IX requires that colleges allow trans people to use the facilities that correspond to their gender identity without regard to transition status
- Have a written bathroom policy that protects trans students from discrimination
- Sample policy:
  "The University of Massachusetts, Amherst, strives to create a safe and respectful campus environment that respects and values all members of our community. The goal of creating a supportive environment is providing safe, accessible, and comprehensive gender-neutral bathrooms. Students, staff, faculty, and campus guests should use the bathrooms facilities that correspond to their sex or gender identity, or utilize bathrooms that are marked gender-neutral or gender-inclusive"

Addressing Bathrooms

- Have single-occupancy men’s and women’s restrooms converted into gender-inclusive ones by installing locks and changing signs
- Have a policy requiring at least one gender-inclusive restroom in all newly constructed or significantly renovated buildings, including residence halls
- Have gender-inclusive restrooms in at least half of the administrative and academic buildings on campus (standard of the Campus Pride Index)

Addressing Bathrooms

- Have bathroom signs that do not use male and female stick figures (could just say "restroom")
- Have an online listing of campus gender-inclusive bathrooms
Pronouns Matter

✓ Pronoun examples: he/him; she/her; they/them; ze/hir (not "male" or "female" pronouns)
✓ They are the pronouns that I use, not my "preferred" pronouns
✓ Only a few colleges currently have a process to indicate pronouns on records
✓ Almost all of the non-binary gender interviewees said that pronouns were not asked by faculty in any of their classes, including in Women and Gender Studies
✓ Many did not feel comfortable approaching a professor with their pronouns

Addressing Pronouns

✓ Require all faculty to attend a non-binary trans training session
✓ Encourage faculty to have a name and pronoun policy and to have it on their syllabi

"Names and Pronouns. Everyone has the right to be addressed and referred to by the name and pronouns that correspond to their gender identity, including the use of
gender-specific pronouns. Clear names have a student’s legal first name, unless they
have consented otherwise. Gender marker will be added to indicate the pronouns that they use for themselves. Whatever name or gender marker they use, we should use their name and pronouns as expected in all class discussions."

"30 Second Stretch"

✓ Stretch your fingers, neck, and shoulders. Please note that the following stretches are not intended for specific issues.

Name and Gender Marker on Records

✓ Few students could use their chosen first name (not "preferred" name) on campus records
✓ Even fewer students could indicate their gender identity on campus records (a birth certificate was especially important for housing, health, housing, and employment)
✓ Even fewer students could change the gender marker, it was only from one body to the other

Addressing Name and Gender Marker Change

✓ Enable students to have a name other than their legal first name on institutional documents (ID cards, class rosters, directory listings, unofficial transcripts, diplomas, etc.) and to make this change themselves online. This should be the only name that appears
✓ Have more than "M/F" as choices on forms and records, including admissions applications
Addressing Name and Gender Marker Change

Suggested wording for admissions and other forms:

Gender identity (optional, choose all that apply):
- Gender
- Gender identity or gender fluid
- Male
- Non-binary
- Non-binary or gender fluid
- Female
- Gender neutral
- *Additional gender categories, please specify
- Prefer not to disclose

Addressing Name and Gender Marker Change

Have an explanation of the question:

- This information is used for
- Only your advisor will access this information
- Your information will be kept private and secure
- The information will not be used for discriminatory purposes
- You can change the information in the future by

If that is too many choices, then be sure to include:

- Trans neutral
- Trans non-binary (genderqueer, gender fluid, gender non-binary, etc.)
- Further identify, please specify

Gender-Inclusive Housing (GIH)

- Most of the campuses did not offer gender-inclusive housing (housing in which students are assigned to rooms without regard to gender) that is open to both incoming and returning students
- A few campuses that offered GIH had set it up poorly, either because of a hasty or rushed process or an inappropriate facility
- Rarely does a campus offer GIH in all residence halls and in all types of housing (doubles, suites, apartments)

Addressing Housing

- Move away from having “single-sex” residence halls or floors
- Offer gender-inclusive bathrooms and shower rooms beyond GIH
- Require residence life staff to regularly offer activities and post educational material to raise residents’ awareness of trans experiences

Addressing Housing

- Enable students to indicate their gender identity on their housing application
- Offer gender-inclusive housing that is open to both incoming and returning students
- Recognize that GIH is not the same as trans housing
- It should be offered in different parts of campus and, if possible, in different types of housing (doubles, suites, apartments)
- GIH should include gender-inclusive bathrooms/showers

Raising Awareness

- Require all Student Affairs staff, Public Safety officers, and other front-line personnel to regularly attend a training session about trans topics
- Incorporate gender identity topics into orientation sessions for new students, staff, and faculty
- Have an online campus resource guide for new and prospective trans students
- Regularly sponsor non-binary trans speakers and performances
Additional Best Policies & Practices

Health Services

- Develop and make available a list of area therapists experienced in working with trans people.
- Offer a student health insurance policy which covers ongoing counseling, hormones, and gender-affirming surgeries for trans students who need such health care.
- At least 68 colleges cover hormones and gender-affirming surgeries for students and 28 cover just hormones.

Health Services

- Develop a policy to self-identify on health care forms.
- Make sure that campus health and counseling center staff are knowledgeable about the specific needs and experiences of trans students.
- Offer a support group that assists students in the process of acknowledging and disclosing their trans identities.

Student Activities

- Educate students and staff about gender identities and gender expression.
- Offer an orientation for fluid or gender nonconforming students.
- Put a Web-based campus resource guide for new and prospective trans students.
- Include trans-focused and trans-inclusive programs as part of general campus programming.

Health Services

- Develop a policy for trans students to compete in intramurals.
- Utilize a mentor policy:
  - "When a student makes a gender designation, an individual who has transitioned to a different gender can participate in the decision of the individual's current gender. If an individual is in the process of transitioning to a different gender, participation in a particular gender designated activity will be handled on a case-by-case basis.
  - Campus Pride Sports Index: CampusPrideSportsIndex.org.

Athletics

- The NCAA's Policy: "All About the T"
  - "A trans male (female) student-athlete who has received a medical exception for treatment with hormones for gender transition may compete on a men's (women's) team but no longer eligible to compete on a team's (team's) team without changing the team status to a non-binary team. A team is eligible only for men's championships;
  - "A trans female (male) student-athlete being treated with hormones for gender transition may compete on a men's (women's) team but no longer eligible to compete on a team's (team's) team without changing the status to a non-binary team and completing one calendar year of documented transgender-suppression treatment."
Addressing Name and Gender Marker Change

Suggested wording for admissions and other forms:

Gender identity (optional; choose all that apply):
- female
- male
- androgyne
- genderqueer or gender fluid
- trans
- non-binary or gender non-conforming
- other
- prefer not to identify
- additional gender category/identity, please specify
- other

Addressing Name and Gender Marker Change

Have an explanation of the question:

This information is used for ____________________________.
- Only campus staff will have access to this information.
- Your response will be kept private and secure.
- The information will not be used for a discriminatory purpose.
- You can change this information in the future by ________________.

If that is too many choices, then be sure to include:

- Territorial
- First nation
- Nonbinary (genderqueer, gender fluid, queer, etc.)
- Another identity, please specify

Gender-Inclusive Housing (GIH)

☑ Most of the campuses did not offer gender-inclusive housing (dorms in which students are assigned to rooms without regard to gender) that is open to both incoming and returning students.

☑ A few campuses that offered GIH had set it up poorly, either because of a botched assignment process or an inappropriate facility.

☑ Rarely does a campus offer GIH in all residence halls and in all types of housing (doubles, suites, and apartments).

Addressing Housing

☑ Move away from having “single-sex” residence halls or floors.

☑ Offer gender-inclusive bathrooms and shower rooms beyond GIH.

☑ Require resident life staff to regularly offer activities and post educational material to raise residents’ awareness of trans experiences.

Raising Awareness

☑ Require all Student Affairs staff, Public Safety officers, and other front-line personnel to regularly attend a training session about trans topics.

☑ Incorporate gender identity topics into orientation sessions for new students, staff, and faculty.

☑ Have an online campus resource guide for new and prospective trans students.

☑ Regularly sponsor non-binary trans speakers and performers.
Health Services

- Develop and make available a list of area therapists experienced in working with trans people
- Offer a student health insurance policy which covers ongoing counseling, hormone and gender-affirming surgeries for trans students who need such health care
- At least 68 colleges cover hormones and gender-affirming surgeries for students and 20 cover just hormones

Student Activities

- Educate fraternity and sorority and other gender-segregated student organizations about the rights of trans students to participate in keeping with the institution's non-discrimination policy and Title IX
- Create a Web-based campus resources guide for new and prospective trans students
- Include trans-focused and trans-inclusive programs as part of general campus programming

Athletics

- The NCAA’s Policy - All About the “T”:
  - "A trans male (female to male) student-athlete who has received a medical exception for treatment with hormone for gender transition may compete on a men’s team but is no longer eligible to compete on a women’s team without changing the sex listed on a formal form. A trans female (male to female) student-athlete being treated with hormone cessation medications for gender transition may continue to compete on a men’s team but may not compete on a women’s team without changing it to a different sex status until completing one calendar year of documented hormone cessation treatment.”
- Develop a policy for trans students to compete in intramurals
  - UMass Amherst policy:
    - "When an activity makes a gender designation, an individual who has transitioned to a different gender may participate in the decision of the individual’s current gender. If an individual is in the process of transitioning to a different gender, participation in a particular gender designated activity will be handled on a case-by-case basis.”
- Campus Pride Sports Index: CampusPrideSportsIndex.org
Specific Best Policies & Practices
Campus Pride Trans Policy Clearinghouse:
http://www.campuspride.org/top
LGBT-Friendly Campus Pride Index:
http://www.campusprideindex.org

http://www.lgbtcampus.org/policy-practice-recommendations

Take-Aways on Trans Youth

☑ A growing number of trans youth do not have to "come out" because they were never "in"

☑ First generation of trans youth in which a significant number can be themselves as they know themselves

☑ The parents of Generation Z are more aware and accepting of trans people than any previous generation of parents

☑ That many youth still encounter discomfort, confusion, and hostility from their parents when they disclose or confirm that they are trans

Take-Aways on Trans College Students

☑ College is a chance to be on their own for the first time and to be themselves, if they could not do so at home or in high school

☑ Or sometimes the opposite: they had been accepted by their high school and family, and find opportunities to be themselves more limited at college

☑ Isolation: away from friends and the support they may have had

☑ Fear of not being accepted and not seen as their gender, especially if non-binary, by faculty, staff, and other students

Questions?
Feel free to email us:
genny@umass.edu
shane@campuspride.org
Q/A
How do I Ask a Question of the Panelist(s)?
You can write in a question or comment anytime during the event by sliding on the "Chat" bubble in the left hand corner of your screen. OR
If you would like to talk to a panelist(s) live, please call using the phone number provided on your invitation sheet, press "1" and you will be put in a call queue until it is your turn to ask your question.

For Questions that Arise After the Conference
If you have a question that you were unable to ask during the webinar, please feel free to email the presenters directly.

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If you would like to provide suggestions for improvement and/or ideas for future event topics, please email Tamie Klumpyan at: tamie@paperclip.com and she will send you the link to our brief online survey.
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Upcoming Webinar Conferences
- Workplace Rights
- University-wide: Potential Implications for Higher Ed & Your Institution - December 18, 2015
- Parenting Through Adolescence
- ONLINE
- Raising Diverse, Multicultural Students & Professionals - November 18, 2016 Webinar & CD
- Intersecting Identities: Student Engagement, Persistence & Graduation - November 18, 2016 Webinar & CD
- ONLINE
- Academic Support &overwrite: Upgrading Exclusions of Your Campus Rules, Policies & Procedures - November 18, 2016 Webinar & CD
- Small Staff/Small Institution: A How-to Guide - December 2, 2016 Webinar & CD
Specific Best Policies & Practices
Campus Pride Trans Policy Clearinghouse:
http://www.campusrpride.org/tpe
LGBT-Friendly Campus Pride Index:
http://www.campusrprideindex.org
http://www.lgbtcampus.org/policy-practice-recommendations

Take-Aways on Trans Youth

▼ Assigned male youth especially continue to be punished for acting in any way considered feminine
▼ Non-binary trans people are less accepted and less respected as their gender, so are less likely to disclose to their parents and others
▼ Although there are more role models and greater resources available online, there continues to be high rates of depression and suicide ideation among trans youth

Take-Aways on Trans College Students

▼ College is a chance to be on their own for the first time and to be themselves, if they could not do so at home or in high school
▼ Sometimes the opposite: they had been accepted by their high school and family, and find opportunities to be themselves more limited at college
▼ Isolation: away from friends and the support they may have had
▼ Fear of not being accepted and not seen as their gender, especially if non-binary, by faculty, staff, and other students

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Upcoming Webinar Conferences

- Developing/Enriching Academic Strategies for Life Skills Development - November 17, 2015
- Youth on Campus: Policies & Protocols for 2015 - November 17, 2015 Webinar & CD
- NLSC Opportunities: Potential Implications for Higher Ed & Your Institution - November 18, 2015
- Ramping Up for Advisors, Counselors, & Professionals - November 18, 2015 Webinar & CD
- Assessing Positive Approaches to Disability/Health & Inclusive Practices - December 2, 2015 Webinar & CD

For more information, call Tammy Klumpp at 561-296-4567.
8:00 am
- Continental Breakfast Provided
- Registration

8:15 am Session 1, Part 1
- What Is Mental Health First Aid?
- Mental Health Problems in the USA
- The Mental Health First Aid Action Plan
- Understanding Depression
- Understanding Anxiety Disorders

10:00 am Break

10:10 am Session 1, Part 2
- Crisis First Aid for Suicidal Behavior & Depressive Symptom
- What is Non-Suicidal Self-Injury?
- Noncrisis First Aid for Depression and Anxiety

12:15 pm Lunch Provided

12:45 pm Session 2, Part 1
- Crisis First Aid for Panic Attacks
- Crisis First Aid for Traumatic Events
- Understanding Disorders in Which Psychosis May Occur
- Crisis First Aid for Acute Psychosis

3:00 pm Break Snack Provided

3:10 pm Session 2, Part 2
- Understanding Substance Use Disorders
- Crisis First Aid for Overdose
- Crisis First Aid for Withdrawal
- Using Mental Health First Aid
- Exam and Evaluation

5:00 pm End
Friday, April 8, 2016
9:30 a.m.—12:00 p.m.

Agenda,

Welcome and Introductions

Intimate Partner Violence on Campus

Joe Froehlich
Director of Law Enforcement Services
Connecticut Coalition Against Domestic Violence

Member Updates

Evaluation and Demographic Information Sheet

Next Meeting
Friday, May 13, 2016
9:30 a.m.—12:00 p.m.
Central Connecticut State University
A tentative NCORE 2016 schedule overview can be found below. Click here for a PDF version. Detailed session descriptions will be posted here at a later date.

**2016 Schedule Overview**

**29th Annual National Conference on Race and Ethnicity in American Higher Education**

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<th>TUESDAY, MAY 31</th>
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<td>Evaluation</td>
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*This project was made possible with generous support from the Avon Foundation for Women.*
Evaluation

Methodology
Upon completion of the Stand Up CCSU campaign, approximately 1,000 students were e-mailed a link to an on-line survey. The link was additionally posted on the campaign’s Facebook and Twitter. Students who completed the survey were put in to a drawing to win one of four mini 1-Pads.

Descriptive Statistics
Number of participants: 189 CCSU Students
Gender identify: 65% identified as female, 35% identified as male
Mean age: 21
Student status: 23% first year undergrad, 13% second year undergrad, 28% third year undergrad, 39% fourth year undergrad, 2% graduate, 1% other

Survey Sample Participation in Stand Up CCSU - Most to Least Participation

- Read a Stand Up CCSU Poster (91.9%)
- Saw a classroom presentation (65.6%)
- Saw a poster outside a campus building (53.5%)
- Saw a Cupid (6.7%)

Students were talking about Stand Up CCSU: 61% of the CCSU students in our sample had a conversation with a classmate or friend regarding Stand Up CCSU.

Findings
Survey participants also answered questions regarding how confident they were in intervening on behalf of another person.

Bystander Confidence Level - A comparison of students who did and did not interface with Stand Up CCSU

Discussion
- Participants who took part in all Stand Up CCSU activities (classroom presentation, viewed a poster, attended an event and viewed social media posts) were significantly more confident in their ability to intervene then participants who did not interface with the campaign in any way. They were also more confident than their peers who only saw a presentation and a poster.
- The different facets of the campaign mattered. It is likely that the more connections a student had with Stand Up CCSU, the more confident they became in their ability to intervene and in their perception that other CCSU students will intervene on behalf of each other.
- Due to funding from the Avon Foundation we were able to explore different ways to reach students and ultimately learned that connecting with students on many different levels was critically important to the success of the campaign.
Thank you for giving us the opportunity to make a difference on our campus!

Top Row from Left: Sarah, Nicole, Danielle, Aijah, Joel, Jonathan

Bottom Row from Left: Donestia, Monica, Nadiyah, Ben, Jessica

Addendum A - CCSU Student Developed Poster Campaign
"I always wondered why somebody didn't do something about that. Then I realized I am somebody."

— Aijah

"I wouldn’t want it to happen to my family member or my friend. So, I won’t let it happen to you. I stand up against sexual assault."

— Ben
I stand up by always seeking to better understand sexual assault prevention through my academics and research.

- Andrea
"It's ok to disagree with professors sometimes. I always speak up when I hear homophobic or transphobic comments in the classroom." - Jen

"I stand up by sticking by my friends. We go out together we come home together." - Danica
I stand up by raising my son to understand that there is no one definition of a 'real' man.

- Joel
"I always wondered why somebody didn't do something about that. Then I realized I am somebody."

—Aijah
"I stand up by always seeking to better understand sexual assault prevention through my academics and research."
— Andrea

"I wouldn't want it to happen to my family member or my friend. So, I won't let it happen to you. I stand up against sexual assault."
— Ben
"It's ok to disagree with professors sometimes. I always speak up when I hear homophobic or transphobic comments in the classroom."

— Jess

"I stand up if I see someone who is in an uncomfortable situation by checking in and seeing if they are 'OK'."

— Daniela
"I stand up by sticking by my friends.
We go out together, we come home together."
— Donessia

"I stand up by raising my son to understand that there is no one definition of a 'real' man."
— Joel
"I stand up by speaking up for those without a voice. My voice is your voice and my strength is your strength."

—Jonathan

"I stand with my friends who are in harmful or abusive relationships by letting them know I am there and connecting them with the right resources."

—Monica
"I stand up by providing support and validation when I see someone intervene peacefully in a hostile or aggressive situation."
— Nadiyah

"I stand up by living as my authentic self and supporting the people around me and all of their unique identities."
— Nicole
Out of this World
Professor Jennifer Piatek Discusses Mars’ Water Discovery

Does Mars have life? Following the recent discovery of water on the giant, red planet, Associate Professor of Planetary Science Jennifer Piatek believes we are one step closer to finding out.

"The idea that Mars is (or was) potentially inhabited is not brand new at all," says Piatek. "If there's water, then there's a possibility for life. That is entirely what's driven the exploration of Mars. They're looking for the building blocks of life."

The mysteries of Mars have captured Piatek's inquiry and imagination for as long as she can remember, providing endless questions, but few answers.

"This is the most Earth-like planet we've ever seen, and of course we want to know what happened to Mars to make it dry up," she says. "We have all of the water features on Mars, so the question becomes: how do you get all of these river valleys and giant lake beds on a planet that doesn't have much of an atmosphere?"

With a slew of Mars-related models, globes, and assorted intergalactic knick-knacks adorning her office, Piatek can hardly contain her enthusiasm for the discovery of water on Mars and the mysterious wonders in store.

STAR SEARCH
Despite setting her sights on working with racehorses as an equine veterinarian, Piatek was fascinated by the formation of stars and constellations since she was a child.

"During my high school physics class, I remember my teacher talking about the year 2001, when Mars was going to be very, very close to Earth," she says. "At the time, we thought that would be an ideal opportunity to send people to Mars."

Starry-eyed with dreams of someday visiting the red planet, tragedy struck just five short years ago when a fall from a horse severed Piatek's spinal chord, leaving her paralyzed from the chest down. Confined to a wheelchair, she refuses to allow her injury and physical limitations to define who she is, or dictate her narrative journey.

"I want to be the person that sees what's over the hill," she says of the possibility of humans someday landing on Mars. "I don't just want a picture of it. I want to go there."

GOING STREAKING
Like the discovery of water on Mars, sometimes life, according to Piatek, provides unexpected discoveries and hope in the most serendipitous ways.

NASA's recent announcement that liquid, salty water can be seen flowing on the surface of Mars can be traced back five years to the work of University of Arizona undergraduate student, Lujendra Ohja, who while studying images from NASA's Mars Reconnaissance Orbiter during the warmer spring and summer months, discovered what appeared to be dark, transient streaks along the sides of mountains and hills, or the appearance of running water. Still needing chemical confirmation of the streaks, Ohja defined the visual markers as "recurring slope lineae" (RSL).

Jennifer Piatek
Hometown: Willington, CT
Title: Associate Professor of Planetary Science
Courses: Planetary Astronomy, Search for Life on Other Planets, Dynamic Earth, Planetary Image Analysis, Extrasolar Planets in Astrobiology, and Comparative Planetology
Specialties: Geology of Mars, Remote Sensing, Light Scattering from Planetary Regoliths, and Infrared Spectroscopy
Education: PhD, Geology and Planetary Sciences, University of Pittsburgh; MS, Geology, Arizona State University; and BS, Physics (Astronomy minor), Rensselaer Polytechnic Institute

"What they discovered is that salt is literally sucking water out of the atmosphere," says Piatek, noting how spectroscopic analysis determined the streaks as hydrated perchlorate (chlorine with oxygen), a briny liquid of perchlorate salt with water trapped in crystals.

"As it gets more humid on Mars, it sucks the water out of the atmosphere," Piatek explains, noting the extreme low air

continued on page 18
From an interview with Tony-award winning actor Nathan Lane in the November 5th edition of the New York Times' Sunday Book Review, "Nathan Lane: By the Book":

New York Times: What genres do you especially enjoy reading?

Nathan Lane: "Without question, biography is my favorite genre ... I just finished two shining examples of the genre: "Eugene O'Neill: A Life in Four Acts," by Robert Dowling (Yale University Press, 2014), and John Lahr’s "Tennessee Williams: Mad Pilgrimage of the Flesh" (W. W. Norton & Company, 2014). Both scrupulously researched and elegantly written. I have to admit I was surprised and tickled to be quoted in the foreword of Mr. Dowling’s book. Having done three productions in the last few years of "The Iceman Cometh," I can’t get enough of the father of American drama, Eugene Gladstone O’Neill, and a life that feels like one of his epic tragic-comic plays ... They should both be required reading for anyone in the theater.”


- The Apocalypse in Film: Dystopias, Disasters, and Other Visions about the End of the World (Lanham: Rowman and Littlefield, 2016) with Angela Krewani, Germany.

- Selling Sex on Screen: From Weimar Cinema to Zombie Porn (Lanham: Rowman and Littlefield, 2015) with Catriona McAvoiy, United Kingdom.


- Heroism and Gender in War Films (Palgrave Macmillan, 2014) with Jakub Kazecki, Germany.

Associate Professor of History Matthew Specter had two articles accepted for publication in History and Theory (published by Wesleyan University/Wiley-Blackwell Publishing; where he serves as associate editor): an introduction to a forum on author, Michel Foucault and Neoliberalism (Oct. 2015); and "Rethinking Modern European Intellectual History" (Feb. 2016).

Associate Professor of Physical Education & Human Performance Carol M. Ciotto co-authored PASS: A Guide to Creating Physically Active School Systems (AuthorHouse, 2015) with Southern Connecticut State University Associate Professor of Exercise Science Marybeth H. Pedro.

Professor of History Heather Munro Prescott’s recent panel presentation on "Griswold v. Connecticut" at the American Association for the History of Medicine is being published in the Connecticut History Review (Fall issue).

Professor of Modern Languages Antonio Garcia-Lozada recently gave two presentations at the third International Congress of Poetry in Santiago, Chile: the first focusing on the Colombian narrative, while the second centered on the works of prolific Chilean poet, Pedro Lastra. Garcia-Lozada (who also serves as University ombudsman) was joined at the conference by several distinguished Latin American poets, including Carlos Germán Belli, Eliacira Chiualaf, Rafael Rubio, Carmen Berenguer, and Raúl Zurita.

Professor of Biology David Specter publishes a recurring natural history column for the Daily Hampshire Gazette. Some of his recent essay topics, sponsored by the Hitchcock Center for the Environment, include: “Earth Matters: The Puzzle Tree: Independence Day Musings on Sycamores,” “Robins Seen Declining Statewide, But Numbers Tricky,” and “Birdwatching for a Cause — but Mostly for Fun.”
Cultural

CCSU Reps Honored During 100 Men of Color Gala

CCSU representatives honored during the 100 Men of Color Black Tie and Gala Awards 2015 include (from left to right): Chief Administrative Officer Richard Bachoo, Professor of Anthropology Warren Perry, Professor of Communication Sarafin Mendez-Mendez, Director of Admissions Larry Hall and also (not pictured below): CSU Professor of Philosophy Felton Best, Adjunct Professor of Philosophy Ben Foster, alumnus Bilal Afolabi '15, and posthumous recipient Ebenezer D. Bassett, America’s first African American diplomat, Class of 1853. In photo above, at back, CCSU Senior Associate Athletics Director Michael Ansarri congratulates his honored colleagues.

Held in October at the Bushnell Performing Arts Center in Hartford, the annual 100 Men of Color ceremony celebrates the power of family, friends, and the community, honoring individuals for their contributions towards the advancement of young, African-American males. The gala recognizes honorees contributions from the fields of business, education, entrepreneurship, entertainment, government, and service throughout Connecticut.

NBC News anchor David Ushery hosted the ceremony, with a portion of the proceeds supporting college scholarships for male high school graduates as well as male leadership and mentor programs.
Guayasamín’s Art in Motion: Ecuador Unframed

The work of prominent 20th-century artist Oswaldo Guayasamín reflects the evolution of his Ecuadorian homeland: a rich array of cultural multiplicity with an identity in constant motion.

Hosted by the Elihu Burritt Library, the “Guayasamín’s Art in Motion: Ecuador Unframed” exhibit showcases the talent and style of Oswaldo Guayasamín (1919-1999), “one of the most important Latin American painters of the 20th century,” says curator Rocío Fuentes, assistant professor of modern languages, who coordinated the exhibit with Heather Rodriguez, assistant professor of sociology.

Displayed through late October, the exhibit was the successful end result of several months of collaboration among Central faculty, Carlos Jáuregui, and his team of faculty researchers at the University of Notre Dame. At the heart of the exhibit is Guayasamín’s dynamic piece, known as “Mural Ecuador” (1952; courtesy of the Fundación Guayasamín).

“Guayasamín felt that his mural is the nation—for everything merges,” Fuentes says, describing the mural as a metaphor for Latin America’s long, storied history of racial and cultural influences.

Composed of five movable and interchangeable panels, the featured mural was exhibited alongside a digital interface, allowing visitors to view 30,720 potential configurations of the piece, including the opportunity for visitors to virtually create their own mural.

Calling it an honor to represent his native Ecuador at the exhibit’s opening, invited guest speaker Raúl Erazo Velarde, Ecuadorian Consul General for Connecticut, says Guayasamín is one of the most “monumental artists” his homeland has ever produced.

“This is a great opportunity to share a little bit about my small country with a big heart,” says Erazo.

Guayasamín was an artist who opened his eyes and mind to the world around him, says Associate Professor of Art Rachel Siporín. Describing the mural as “cinematic,” Siporín points to multicultural, artistic influences rampant throughout Guayasamín’s multi-perspective work, including the classic Mexican muralists, the French Symbolist painter Gustave Moreau, and Cubism, particularly the paintings of Pablo Picasso.

Guayasamín’s Quechua Indian heritage was a source of pride for the artist, adds Professor of Art Mike Alewitz.

“He was a staunch defender of the Cuban revolution and peasant struggles,” says Alewitz. “He painted about the real history of Latin America.”

Exhibit sponsors include the Modern Languages Department, the Latin American and Latino Studies Program, Elihu Burritt Library, the School of Education, Art Department, History Department, Student Affairs Office, and the Latin American, Latino and Caribbean Center at CCSU.

— Keith Hagarty
Exploring the Latino Experience

NEH-ALA Grant Helps Fund Year-Long, Cultural Programming

There are more than 50 million Latinos in the United States, quickly becoming our nation's largest minority group. Recognizing strength in numbers, the National Endowment for the Humanities (NEH) and the American Library Association (ALA) recently awarded Assistant Professor of Sociology Heather R. Rodriguez a $10,000 grant to explore the Latino experience in America.

"Through education, awareness, the arts, public film screenings, community history exhibitions, and community collaborations, CCSU can play a leading role in educating the surrounding community about the Latino experience," says Rodriguez.

CCSU is one of 203 institutions selected for the "Latino Americans: 500 Years of History" program, with public screenings of the six-part, Public Broadcasting Service (PBS) TV documentary "Latino Americans" serving as the project's cornerstone.

Produced for public television through NEH funding, the program shares stories of nearly 100 Latinos who helped shape 500 years of North American history. Presented throughout the 2015-16 school year, each on-campus screening will feature one of five invited scholars to lead discussion and Q&A sessions with audience members about the unique experiences and contributions of Latino Americans.

"The program serves to broaden our collective understanding of Latinos' historical and cultural influences in the evolution of our nation," says Carl Lovitt, CCSU provost and vice president for Academic Affairs.

"Professor Rodriguez put together an impressive proposal and convinced the selection committee that CCSU would be an outstanding choice for this effort," he says.

In addition to providing financial support for "much-needed" programming, Rodriguez believes the grant will further enhance the reputation of various academic initiatives on campus, including the Latino and Puerto Rican Studies program.

Receiving the grant funding also allows CCSU to create opportunities to build long-term collaborations with community partners, adds Rodriguez, who, as the new chair of the Latino and Puerto Rican Studies program, enlisted the help of Associate Professor of History Leah Glaser to build upon each part of the documentary's theme. Their combined efforts led to the creation of "Exploring the Latino Experience through Art, Film, and History," a comprehensive presentation designed as an outreach for both the CCSU community and greater public.

Additionally, students enrolled in history and sociology classes will document the Latino experience by conducting interviews and creating oral history exhibits, art installations, and commemorative affairs (on display during screening sessions).

"The grant helps us create year-long, thematic programming on the Latino American experience that would address the needs and acknowledge the representation of various Latino communities, families, and students that are present on campus and in the surrounding area," says Rodriguez, further commending Glaser's efforts to initiate and strengthen partnerships with the Spanish Speaking Center of New Britain, the New Britain Visitor's Center, and the New Britain Veteran's History Project.

Upcoming screenings and scheduled guest speakers for the six, 45-minute episodes of "Latino Americans: 500 Years of History" include:

- September 30, Episode One, Torp Theater (Steve Pits, Yale University)
- October 8, Episode Two, Torp Theater (Maria Montoya, New York University)
- December 10, Episode Three, Welte Auditorium (panel discussion with members of the Veteran's History Project)
- February 11, 2016, Episode Four, Torp Theater (Mark Overmyer-Velazquez, University of Connecticut)
- March 10, 2016, Episode Five, Torp Theater (Anthony Mora, University of Michigan)
- April 14, 2016, Episode Six, Torp Theater (Erendira Rueda, Vassar College)

For updated screening information visit www.facebook.com/ccsulatinoamericans.

continued on page 22
The Culturally Competent Workplace
Human Beings as Resources
November 19, 2015

Proposed Schedule

8:30 – 9:00  Registration, Check in, Continental Breakfast

9:00 – 9:15  Welcoming Remarks: Dr. Carolyn Fallahi and Dr. Christopher Galligan

9:15-10:30  Dr. Jane Fried

Difficult Conversations
Diversity dialogues are specially designed dialogues where your employees learn the skills of authentic dialogue and respectful conversation on subjects related to racial and ethnic differences in an atmosphere of trust and inclusion. The format includes skill training in appropriate self-disclosure, taking responsibility for personal opinions, learning to listen calmly and finding areas of agreement in the midst of conflict.

10:30-10:45 Break

10:45-12:00 Dr. Jason Sikorski

On Being a Real Man
Converging lines of research evidence have shown that men who adhere rigidly to societal expectations regarding how men ought to think, feel and act are at risk for a number of negative life outcomes. For instance, men are less likely to visit the doctor, seek out mental health services and develop relationship building skills consistent with genuine inter-personal closeness. Simultaneously, men are much more likely to perpetrate acts of domestic violence, abuse illicit substances, and take a passive role in raising their children. To be clear, the problem is not ‘being a man.’ Rather, the problem is men automatically, with little reflection, acting in ways that are obviously unhealthy and inconsistent with long-term future happiness due to an engrained perception that men are supposed to suppress emotions, be aggressive and remain fiercely independent. This 3-4 hour awareness raising workshop reviews the unhealthy expectations placed on men in the United States and how these expectations diminish the quality of our lives. Instead of blaming men for these societal expectations during the workshop, men are encouraged to come together and support each other in the process of making changes that have long lasting impact on their emotional, social and cognitive development. Topics reviewed during the workshop include: help seeking expectations, sexual and relationship health, hostility and aggression, child rearing and self-care. In short, rather than accepting the “boys will be boys” mentality in the United States, men in this workshop work to recognize societal expectations, challenge these ideas and craft personal plans for change more conducive to lasting physical and emotional health.

12:00-1:45 Lunch

Keynote Speaker: Ms. Joelle A. Murchison, Vice President, Enterprise Diversity and Inclusion, The Travelers Companies, Inc.

The Changing Face of Diversity and Inclusion

1:45 – 2:30 Lightning Round

Dr. Jim Malley: Training the Brain for Compassion: Lessons from Contemplative Neuroscience

Ms. Lila Coddington: Wellness Recovery Action Plan

Dr. Judith Rosenberg: Mindfulness as a Skill for Life

Dr. Jim Malley: Who’s Got the Com? – The Neuroscience of How to be the Captain of Your Own Emotional Life

Dr. Kate Wall: The Physics of Business Growth: Mindsets, Systems, and Processes

Dr. Jim Malley: Creating a Compassionate Business Climate Through the Practice of Mindfulness

Dr. Carolyn Fallahi: Mental Illness in the Workforce

Dr. Kate Wall: Knowledge Management and Success Planning: It’s All About the Talent Pipeline

Ms. Sarah Dodd: The Cost of Intimate Partner Violence and How the Private Sector Can Be a Force for Change

2:30 – 4:00 Ms. Rosa Rodriguez and Mr. Nicholas D’Agostino

#Blacklivesmatter versus #alllivesmatter: Why Diversity/EEO and Affirmative Action Matter Today – Maintaining your Bottom Line

If women and people of color have risen to the top ranks of the government, business and industry in America, why are affirmative action and equal employment opportunity programs still necessary? Despite the success of some individuals, glass ceilings, wage inequality and discrimination continue to impact employees and the
success of organizations every day. In the wake of the Black Lives Matter movement, we continue to see the negative impact societal systems (e.g., employment, education, criminal justice, child welfare) have on women, people of color and other underrepresented communities. The workshop will explore how your organization manages its diversity, how organizational power is manifested within your organization, and how your organization reaches and meets the needs of your customers.

4:00-4:15 Break

4:15-5:15 Ms. Robin McHaelen, Founder and Executive Director of True Colors, Inc.

LGBTQITSSGL...?

A primer on emerging sexual and gender identities 101 that includes definitions, some values clarification and audience specific how to's around language, inclusion and cultural competency.

5:15-6:15 Networking Hour
Memorandum

To: Thomas Brodeur, Purchasing Manager

CC: Commission on Human Rights and Opportunities - Contract Compliance Unit
Dr. John W. Miller, President

From: Yetishofsky, Program Manager, Supplier Diversity Program

Date: September 29, 2015

Re: FY 2015-2016 Small/Minority Business Goal Report

Central Connecticut State University

This memo is to inform you that the DAS, Supplier Diversity Unit has received your agency’s FY15-16 S/MBE goal report outlining the agency adopted budget and subsequent funds available for S/MBE purchases for FY15-16.

As indicated in CGS, 4a-60g, “twenty-five percent of the total value of the annual budget for all contracts (including construction, rehabilitation, or rehabilitation of public buildings, the construction and maintenance of highways and the purchasing of goods and services) shall be set aside for Small Businesses and of that computed amount, twenty-five percent must be awarded to Minority Businesses Enterprises.”

A review of the agency submission has indicated the following:

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<tr>
<th>Line</th>
<th>Description</th>
<th>Amount</th>
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<td>1</td>
<td>Total Agency Adopted Budget for FY 16</td>
<td>$ 231,712,638</td>
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<tr>
<td>2</td>
<td>Amount Available for S/MBE program</td>
<td>$ 1,234,529</td>
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<td>(after allowable deductions/exemptions)</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>25% of Line 2 - total set aside for Small/Minority Business Enterprise</td>
<td>$ 308,632</td>
</tr>
<tr>
<td>4</td>
<td>25% of Line 3 - total set aside for only Minority Business Enterprise</td>
<td>$ 77,158</td>
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</table>

The DAS has approved your request for the food service contract exemption. However, Central Connecticut State University may choose to report “good faith efforts” made by your food service contractor to subcontract to Small Business Enterprises and Minority Business Enterprises (SBE/MBE’s). This information may be provided with the quarterly SBE/MBE spend reports (under separate cover optional).

The Supplier Diversity representatives have worked to certify several Small/Minority Businesses that are in the food industry. The Supplier Diversity Unit will also work with your contracted food vendor to certify any vendors that qualify for the state’s program.

The commitment of each state agency and political subdivision to set aside opportunities for Small/Minority Businesses will assist in the economic growth of the Connecticut Small Minority Businesses community.

The DAS, specifically the Supplier Diversity Unit will continue to offer the training needed to each state agency and political subdivision to facilitate the compliance of their annual S/MBE goal. The DAS, Supplier Diversity representative assigned to your agency is Stan Kenton. Questions regarding the agency Small/Minority Business goal report should be directed to Stan Kenton at Stan.kenton@ct.gov or (860) 713-5241.

Attachment
<table>
<thead>
<tr>
<th>Quarter</th>
<th>Year to Date</th>
<th>Number</th>
<th>Description</th>
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<td>Combined TOTALS OF SBE AND MBE EXPENDITURES</td>
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**A** American Indian (A)

**B** Asian (A)

**C** Black (B)

**D** Disabled Individual (D) $4,257.00 1 $12,222.75 3

**E** Hispanic (H) $3,042.00 1

**F** Iberian Peninsula (I) $23,875.84 1

**G** Disabled American Indian (DN)

**H** Disabled Asian American (DA)

**I** Disabled Black American (DB)

**J** Disabled Hispanic American (DH)

**K** Disabled Iberian Peninsula American (DI)

**L** Woman (W) $736,001.88 25 $2,232,462.07 94

**M** Woman American Indian (NW)

**N** Woman Asian (AW) $1,405.36 1

**O** Woman Black (BW)

**P** Woman Disabled (DW)

**Q** Woman Hispanic (HW)

**R** Woman Iberian Peninsula (IW) $16,105.00 2 $82,563.29 7

**S** Disabled American Indian Woman (DNW)

**T** Disabled Asian American Woman (DAW)

**U** Disabled Black American Woman (DBW)

**V** Disabled Hispanic American Woman (DHW)

**W** Disabled Iberian Peninsula American Woman (DIW)

DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W) $4,257.00 $12,222.75

WBE TOTAL (Lines L - W) $762,106.68 $2,286,433.72

MBE TOTAL (Lines A - W) $766,363.68 $2,325,678.31

---

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET $231,712,638.00

2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS $1,234,629.00

3) 25% of line #2 Total - Set Aside - Small/Minority Business Enterprises (Combined) $308,832.25

4) 25% of line #3 Total - Set Aside - Minority Business Enterprises only $77,165.06

Please submit a digital copy of this form to Donald Braman@ct.gov
DEPARTMENT OF ADMINISTRATIVE SERVICES  FISCAL YEAR 2016
SUPPLIER DIVERSITY PROGRAM  Back-Up Sheets require Totals for each MBE Category

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT
Fiscal Year Quarter  1ST  Fiscal Year Period  7/1-9/30/16

ENTER THIS QTR-  
Agency Name: Central Connecticut State University  
Prepared by: Thomas J Brodeur  
Agency Number: 7602  
E-mail: brodeur@ccsu.edu  
Address: 
Tel. #: 860-832-2531  

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET  
Page 1 (Summary Page) From The Annual Goals Calculations Report  
$ 231,712,638.00

2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS 
$ 1,234,529.00

3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)  
$ 308,632.25

4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only  
$ 77,156.06

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<thead>
<tr>
<th>QUARTER</th>
<th>Number</th>
<th>YEAR TO DATE</th>
<th>Number</th>
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<td>Contracts</td>
<td>TOTALS ($)</td>
<td>Contracts</td>
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<td>6) Total Agency FY Expenditures for Purchases and Contracts</td>
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<td>Combined TOTALS OF SBE AND MBE EXPENDITURES</td>
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<td>85</td>
<td>$ 1,413,275.49</td>
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<td>7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:</td>
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<tr>
<td>A) American Indian (NI)</td>
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<tr>
<td>B) Asian (A)</td>
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<tr>
<td>C) Black (B)</td>
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</tr>
<tr>
<td>D) Disabled Individual (D)</td>
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<tr>
<td>E) Hispanic (H)</td>
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<td>F) Iberian Peninsula (l)</td>
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<td>$ 23,879.84</td>
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<tr>
<td>G) Disabled American Indian (DN)</td>
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<td>I) Disabled Black American (DB)</td>
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<tr>
<td>J) Disabled Hispanic American (DH)</td>
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<tr>
<td>K) Disabled Iberian Peninsula American (DI)</td>
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<td>L) Woman (W)</td>
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<td>W) Disabled Iberian Peninsula American Woman (DIW)</td>
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<td>DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, W &amp; W)</td>
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<td>WBE TOTAL (Lines L - W)</td>
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<td>MBE TOTAL (Lines A - W)</td>
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<td><strong>Subtotal</strong></td>
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<td>C &amp; C Janitorial</td>
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<tr>
<td><strong>SBE/MBE TOTAL</strong></td>
<td></td>
<td><strong>$1,413,275.49</strong></td>
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### DEPARTMENT OF ADMINISTRATIVE SERVICES
### FISCAL YEAR 2016
### SUPPLIER DIVERSITY PROGRAM

**Back-Up Sheets require Totals for each MBE Category**

### SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

**Fiscal Year Quarter:** 2nd  
**Fiscal Year Period:** 10/1-12/31/

### Agency Information
- **Agency Name:** Central Connecticut State University  
- **Agency Number:** 7802  
- **Prepared by:** Thomas J Brodeur  
- **E-mail:** brodeur@ccsu.edu  
- **Address:**  
- **Tel. #:** 860-832-2531

**Please submit a copy of this form and back-up Sheets (in OIC) to OICR 975 BIC Drive St, Hartford CT 06114**

### 1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET
- Page 1 (Summary Page) From The Annual Goals Calculations Report  
  - $231,712,538.00

### 2) Amount Available for Small/Minority Business Program
- after DAS APPROVED DEDUCTIONS/EXEMPTIONS  
  - $1,234,629.00

### 3) 25% of line #2 Total - Set Aside - Small/Minority Business Enterprises (Combined)
  - $308,632.26

### 4) 25% of line #3 Total - Set Aside - Minority Business Enterprises only
  - $77,159.06

### Table: Quarterly Expenditures

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<th>QUARTER</th>
<th>Number</th>
<th>YEAR TO DATE</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>TOTALS ($)</td>
<td>Contracts</td>
<td>TOTALS ($)</td>
<td>Contracts</td>
</tr>
<tr>
<td>5) Total Agency FY Expenditures for Purchases and Contracts</td>
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<td>$4,105,666.54</td>
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### 7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.

**PLEASE CATEGORIZE:**

- **A)** American Indian (NI)
- **B)** Asian (A)
- **C)** Black (B)
- **D)** Disabled Individual (D)
- **E)** Hispanic (H)  
  - $2,691.00  
  - 1  
  - $2,691.00  
  - 1
- **F)** Iberian Peninsula (I)
  - **G)** Disabled American Indian (DNI)
  - **H)** Disabled Asian American (DA)
  - **I)** Disabled Black American (DB)
  - **J)** Disabled Hispanic American (DHI)
  - **K)** Disabled Iberian Peninsula American (DIP)
  - **L)** Woman (W)
  - **M)** Woman American Indian (WNI)
  - **N)** Woman Asian (WAI)
  - **O)** Woman Black (WBI)
  - **P)** Woman Disabled (WDI)
  - **Q)** Woman Hispanic (WHI)
  - **R)** Woman Iberian Peninsula (WIP)
  - **S)** Disabled American Indian Woman (DNIW)
  - **T)** Disabled Asian American Woman (DAIW)
  - **U)** Disabled Black American Woman (DBIW)
  - **V)** Disabled Hispanic American Woman (DHIW)
  - **W)** Disabled Iberian Peninsula American Woman (DIPW)

- $-

**WBE TOTAL [Lines L - W]**  
- $627,319.64  
- $900,345.63

**MBE TOTAL [Lines A - W]**  
- $630,010.64  
- $926,916.47

---

Page - 1 (Summary)
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| SBE/MBE TOTAL | $2,692,311.08 | |
### SMALL MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

**Fiscal Year Quarter:** 3rd  
**Fiscal Year Period:** 1/1-3/31/16

<table>
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<th>Agency Name:</th>
<th>Central Connecticut State University</th>
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<tr>
<td>Prepared by:</td>
<td>Thomas J Brodeur</td>
</tr>
<tr>
<td>E-mail:</td>
<td><a href="mailto:brodeur@ccsu.edu">brodeur@ccsu.edu</a></td>
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<tr>
<td>Tel. #:</td>
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1) **TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET**

   **Page 1 (Summary Page) From The Annual Goals Calculations Report**
   
   Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS
   
   2) $1,234,529.00

3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)

   3) $308,632.25

4) 25% of line # 3 Total - Set Aside - Minority Business Enterprises only

   4) $77,156.06

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<th>YEAR TO DATE</th>
<th>Number</th>
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<td>Contracts</td>
<td>TOTALS ($)</td>
<td>Contracts</td>
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<td>137</td>
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7) **Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.**

   **PLEASE CATEGORIZE:**

   **A) American Indian (NI)**

   **B) Asian (A)**

   **C) Black (B)**

   **D) Disabled Individual (D)**

   **E) Hispanic (H)**

   **F) Iberian Peninsula (I)**

   **G) Disabled American Indian (DN)**

   **H) Disabled Asian American (DA)**

   **I) Disabled Black American (DB)**

   **J) Disabled Hispanic American (DH)**

   **K) Disabled Iberian Peninsula American (DI)**

   **L) Woman (W)**

   **M) Woman American Indian (NW)**

   **N) Woman Asian (AW)**

   **O) Woman Black (BW)**

   **P) Woman Disabled (DW)**

   **Q) Woman Hispanic (HW)**

   **R) Woman Iberian Peninsula (IW)**

   **S) Disabled American Indian Woman (DNW)**

   **T) Disabled Asian American Woman (DAW)**

   **U) Disabled Black American Woman (DBW)**

   **V) Disabled Hispanic American Woman (DHW)**

   **W) Disabled Iberian Peninsula American Woman (DIW)**


   **$7,965.75**

   **WBE TOTAL (Lines L - W)**

   **$633,981.41**

   **MBE TOTAL (Lines A - W)**

   **$642,298.16**

---

Page - 1 (Summary)
<table>
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<th>State Contract # OR P.O. #</th>
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| Caruso Electric | various | $8,794.70 | W |
| Central Mechanical Services | various | $561,243.06 | W |
| Connecticut Advertising | various | $434.80 | W |
| Darter Specialties | various | $7,175.80 | W |
| Electronic Security & Control Systems | various | $243.00 | W |
| Fire Equipment Headquarters | various | $1,322.50 | W |
| Ford & Ulrich | various | $207.29 | W |
| Hartford Lumber | various | $812.70 | W |
| Hartford Toner | various | $600.00 | W |
| InterShred | various | $447.00 | W |
| Lexington Group | various | $5,412.80 | W |
| R & C Electric | various | $14,598.80 | W |
| Ryan Business | various | $1,384.99 | W |
| **Subtotal** | | $81,275.78 | |

| Interpreters and Translators | various | $351.00 | H |
| Hallmark Totattech | various | $7,965.75 | D |
| SAI Systems International | various | $1,408.38 | AW |
| C & C Janitorial | various | $26,897.29 | IW |

**SBE/MBE TOTAL** | **$3,078,040.03**
<table>
<thead>
<tr>
<th>Transaction Description</th>
<th>QUARTERLY TOTALS ($)</th>
<th>YEAR TO DATE TOTALS ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET</strong></td>
<td>$231,712,638.00</td>
<td></td>
</tr>
<tr>
<td><strong>Page 1 (Summary Page) From The Annual Goals Calculations Report</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2) Amount Available for Small/Minority Business Program</strong></td>
<td>$1,234,529.00</td>
<td></td>
</tr>
<tr>
<td>after DAS APPROVED DEDUCTIONS/EXEMPTIONS</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3) 26% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)</strong></td>
<td>$308,632.25</td>
<td></td>
</tr>
<tr>
<td><strong>4) 25% of line # 3 Total - Set Aside - Minority Business Enterprises only</strong></td>
<td>$77,158.06</td>
<td></td>
</tr>
</tbody>
</table>

**Total Agency FY Expenditures for Purchases and Contracts**

| Agency FY Expenditures for Purchases and Contracts | 7,441,403.97 | 393 | 29,884,990.10 | 1,484 |

**Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES**

| Expenditures | 3,629,354.54 | 198 | 7,634,941.08 | 596 |

**Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.**

| Expenditures | 738,001.63 | 25 | 2,232,462.07 | 94 |

**American Indian (N)**

**Asian (A)**

**Black (B)**

**Disabled Individual (D)**

| Expenditures | 4,257.00 | 1 | 12,222.75 | 3 |

**Hispanic (H)**

| Expenditures | 3,042.00 | 1 |

**Iberian Peninsula (I)**

| Expenditures | 23,879.84 | 1 |

**Disabled American Indian (DN)**

**Disabled Asian American (DA)**

**Disabled Black American (DB)**

**Disabled Hispanic American (DH)**

**Disabled Iberian Peninsula American (DI)**

| Expenditures | 16,105.00 | 2 | 52,563.29 | 7 |

**Woman (W)**

| Expenditures | 738,001.63 | 25 |

**Woman American Indian (NW)**

| Expenditures | 1,408.36 | 1 |

**Woman Asian (AW)**

**Woman Black (BW)**

**Woman Disabled (DW)**

**Woman Hispanic (HW)**

**Woman Iberian Peninsula (IW)**

| Expenditures | 16,105.00 | 2 | 52,563.29 | 7 |

**Disabled American Indian Woman (DNW)**

**Disabled Asian American Woman (DAW)**

**Disabled Black American Woman (DBW)**

**Disabled Hispanic American Woman (DHW)**

**Disabled Iberian Peninsula American Woman (DIW)**

<table>
<thead>
<tr>
<th>DisBE TOTAL</th>
<th>4,257.00</th>
<th>12,222.75</th>
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</thead>
<tbody>
<tr>
<td>WBE TOTAL</td>
<td>752,106.68</td>
<td>2,206,433.72</td>
</tr>
<tr>
<td>MBE TOTAL</td>
<td>756,363.68</td>
<td>2,325,670.31</td>
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<tr>
<td><strong>CERTIFIED VENDORS ONLY</strong></td>
<td><strong>ACTUAL EXPENDITURES</strong></td>
<td><strong>SPECIFY:</strong></td>
</tr>
<tr>
<td>----------------------------</td>
<td>--------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</td>
<td>(B) State Contract # OR P.O. #</td>
<td>(C) DAS Certified SBE/MBE AMOUNT</td>
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<tr>
<td>568 Systems Inc</td>
<td>various</td>
<td>$5,255.63</td>
</tr>
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<td>Advanced Power Services</td>
<td>various</td>
<td>$275.00</td>
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<tr>
<td>Advanced Printing Services</td>
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<td>$4,189.80</td>
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<tr>
<td>Air Temp Mechanical Services</td>
<td>various</td>
<td>$3,463.80</td>
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<td>ATM Restoration</td>
<td>various</td>
<td>$44,921.74</td>
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<td>Bartholomew Contract Interiors</td>
<td>various</td>
<td>$76,063.64</td>
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<td>Billing Gymnastics</td>
<td>various</td>
<td>$5,310.00</td>
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<td>Central Electric &amp; Generator</td>
<td>various</td>
<td>$4,122.50</td>
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<td>Chase Glass Company</td>
<td>various</td>
<td>$9,013.20</td>
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<td>Connecticut Community Providers Assn</td>
<td>various</td>
<td>$107,832.34</td>
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<td>Creative Office Interiors</td>
<td>various</td>
<td>$248,879.45</td>
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<td>East Side Car Clinic &amp; Welding</td>
<td>various</td>
<td>$82,567.54</td>
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<td>Executive Landscaping</td>
<td>various</td>
<td>$95,457.06</td>
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<tr>
<td>Flowers Landscape</td>
<td>various</td>
<td>$30,253.00</td>
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<tr>
<td>Guardian Pest</td>
<td>various</td>
<td>$1,420.00</td>
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<td>Hitchcock Printing</td>
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<tr>
<td>Independent Elevator</td>
<td>various</td>
<td>$39,324.00</td>
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<td>Insulco</td>
<td>various</td>
<td>$4,006.50</td>
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<tr>
<td>John Boyle Co</td>
<td>various</td>
<td>$7,850.50</td>
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<tr>
<td>K &amp; S Distributors</td>
<td>various</td>
<td>$9,992.03</td>
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<tr>
<td>Lighting Services</td>
<td>various</td>
<td>$2,914.38</td>
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<td>Mack Fire Protection</td>
<td>various</td>
<td>$41,657.66</td>
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<tr>
<td>Martin Lavero Contractor</td>
<td>various</td>
<td>$305,592.50</td>
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<tr>
<td>New England Fitness Distributors</td>
<td>various</td>
<td>$18,882.90</td>
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<tr>
<td>Roybal &amp; Sons Fire Equip</td>
<td>various</td>
<td>$4,240.00</td>
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<td>Security Uniforms</td>
<td>various</td>
<td>$6,591.06</td>
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<tr>
<td>Sign Pro</td>
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<td>$22,973.33</td>
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<td>SNE Building Systems</td>
<td>various</td>
<td>$37,605.25</td>
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<td>Sun Services</td>
<td>various</td>
<td>$760,522.50</td>
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<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$528,371.12</td>
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<td>TPC Associates</td>
<td>various</td>
<td>$170,081.47</td>
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<td>The Mercury Group</td>
<td>various</td>
<td>$75,986.68</td>
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<td>Tull Brothers</td>
<td>various</td>
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<td>Victor Advertising</td>
<td>various</td>
<td>$3,528.96</td>
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<tr>
<td>Yac Industries</td>
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<td>$1,297.22</td>
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<tr>
<td><strong>Subtotal</strong></td>
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<td>Caruso Electric</td>
<td>various</td>
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<tr>
<td>AR Mazzotta Employment Services</td>
<td>various</td>
<td>$2,931.80</td>
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<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$716,189.02</td>
</tr>
<tr>
<td>Fire Equipment Headquarters</td>
<td>various</td>
<td>$5,692.40</td>
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<tr>
<td>Ford &amp; Ulrich</td>
<td>various</td>
<td>$1,159.00</td>
</tr>
<tr>
<td>John W Gross Co</td>
<td>various</td>
<td>$4,294.46</td>
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<tr>
<td>R &amp; C Electric</td>
<td>various</td>
<td>$4,500.00</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$736,001.68</strong></td>
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<tr>
<td>Hallmark Totaltech</td>
<td>various</td>
<td>$4,257.00</td>
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<tr>
<td>C &amp; C Janitorial</td>
<td>various</td>
<td>$16,105.00</td>
</tr>
<tr>
<td><strong>SBE/MBE TOTAL</strong></td>
<td><strong>$3,529,354.54</strong></td>
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</tbody>
</table>
**Department of Administrative Services**

**Fiscal Year 2016**

**Supplier Diversity Program**

*Back-up Sheets require Totals for each MBE Category*

**Small/Majority Business Enterprise Quarterly Report**

*for Reporting Capital Improvement Expenditures*

Please submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 Sigourney ST, Hartford CT 06106

**Fiscal Year Quarter**: 1st  
**Fiscal Year Period**: 7/1-9/30/15

**Agency Name**: Central Connecticut State University  
**Agency Number**: 7802

**Prepared by**: Thomas J. Brodeur  
**E-mail**: brodeur@ccsu.edu

**Tel. #**: 860-932-2531

---

**1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET**

*Page 1 (Summary Page) From The Annual Goals Calculations Report*

$4,038,063.00

**2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors, Combined TOTALS OF SBE AND MBE EXPENDITURES**

<table>
<thead>
<tr>
<th>TOTALS ($)</th>
<th>Contracts</th>
<th>TOTALS ($)</th>
<th>Contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td>$262,083.69</td>
<td>3</td>
<td>$262,083.69</td>
<td>3</td>
</tr>
</tbody>
</table>

**3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.**

*PLEASE CATEGORIZE:*

- A) American Indian (N)
- B) Asian (A)
- C) Black (B)
- D) Disabled Individual (D)
- E) Hispanic (H)
- F) Iberian Peninsula (I)
- G) Disabled American Indian (DN)
- H) Disabled Asian American (DA)
- I) Disabled Black American (DB)
- J) Disabled Hispanic American (DH)
- K) Disabled Iberian Peninsula American (DI)
- L) Woman (W)
- M) Woman American Indian (NW)
- N) Woman Asian (AW)
- O) Woman Black (IW)
- P) Woman Disabled (DW)
- Q) Woman Hispanic (HW)
- R) Woman Iberian Peninsula (IW)
- S) Disabled American Indian Woman (DNW)
- T) Disabled Asian American Woman (DAW)
- U) Disabled Black American Woman (DBW)
- V) Disabled Hispanic American Woman (DHW)
- W) Disabled Iberian Peninsula American Woman (DIW)

<table>
<thead>
<tr>
<th>DisBE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, &amp; W)</th>
<th>$ -</th>
<th>$ -</th>
</tr>
</thead>
<tbody>
<tr>
<td>WBE TOTAL (Lines L - W)</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>MBE TOTAL (Lines A - W)</td>
<td>$ -</td>
<td>$ -</td>
</tr>
</tbody>
</table>
DEPARTMENT OF ADMINISTRATIVE SERVICES  
SUPPLIER DIVERSITY PROGRAM  

BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY ON THIS FORM!!!
SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT FOR REPORTING CAPITAL IMPROVEMENT EXPENDITURES

Fiscal Year  
2016

FY QUARTER PERIOD  
7/1/15 - 9/30/15  
In reporting data below, does your Agency utilize C.O.R.E.? 
If not utilizing C.O.R.E., DID YOU VALIDATE COMPANY AS A CURRENT SBE AND/OR MBE  
Yes_X_ No____ NO  

<table>
<thead>
<tr>
<th>Agency Name:</th>
<th>Central Connecticut State University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report Prepared by:</td>
<td>Thomas J Brodeur</td>
</tr>
<tr>
<td>Agency Number:</td>
<td>7802</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</th>
<th>(B) State Contract # OR P.O. #</th>
<th>(C) DAS Certified SBE/MBE AMOUNT</th>
<th>(D) MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATM Restoration Systems</td>
<td>various</td>
<td>$12,591.14</td>
<td>SBE</td>
</tr>
<tr>
<td>Sign Pro Inc</td>
<td>various</td>
<td>$58,518.15</td>
<td>SBE</td>
</tr>
<tr>
<td>Martin Laviero Contractor</td>
<td>various</td>
<td>$190,974.40</td>
<td>SBE</td>
</tr>
</tbody>
</table>

| SBE/MBE TOTAL | $262,083.69 |

Page - 2 (Back-Up)
<table>
<thead>
<tr>
<th>TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET</td>
</tr>
<tr>
<td>Page 1 (Summary Page) From The Annual Goals Calculations Report</td>
</tr>
<tr>
<td>$4,038,063.00</td>
</tr>
</tbody>
</table>

2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors, Combined TOTALS OF SBE AND MBE EXPENDITURES

<table>
<thead>
<tr>
<th>TOTALS ($)</th>
<th>Contracts</th>
<th>TOTALS ($)</th>
<th>Contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td>$342,671.87</td>
<td>16</td>
<td>$604,755.56</td>
<td>21</td>
</tr>
</tbody>
</table>

3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.

- A) American Indian (NI)
- B) Asian (A)
- C) Black (B)
- D) Disabled Individual (D)
- E) Hispanic (H)
- F) Iberian Peninsula (I)
- G) Disabled American Indian (DI)
- H) Disabled Asian American (DA)
- I) Disabled Black American (DB)
- J) Disabled Hispanic American (DH)
- K) Disabled Iberian Peninsula American (DI)
- L) Woman (W) $51,725.00 2 $51,725.00 2
- M) Woman American Indian (NI)
- N) Woman Asian (A)
- O) Woman Black (B)
- P) Woman Disabled (D)
- Q) Woman Hispanic (H)
- R) Woman Iberian Peninsula (I)
- S) Disabled American Indian Woman (DIW)
- T) Disabled Asian American Woman (DAW)
- U) Disabled Black American Woman (DBW)
- V) Disabled Hispanic American Woman (DHW)
- W) Disabled Iberian Peninsula American Woman (DIW)

**DisSE TOTAL (Lines D, G, H, I, J, K, P, S, T, U, V, & W)** $ - $ -

**WBE TOTAL (Lines L - W)** $51,725.00 $51,725.00

**MBE TOTAL (Lines A - W)** $51,725.00 $51,725.00
<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>State Contract # OR P.O. #</th>
<th>DAS Certified SBE/MBE Amount</th>
<th>MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sign Pro Inc</td>
<td>various</td>
<td>$31,442.00</td>
<td>SBE</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$42,450.00</td>
<td>SBE</td>
</tr>
<tr>
<td>The Nasi Group</td>
<td>various</td>
<td>$144.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
<td>$198,095.87</td>
<td>SBE</td>
</tr>
<tr>
<td>TPC Associates</td>
<td>various</td>
<td>$18,815.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$6,750.00</td>
<td>WBE</td>
</tr>
<tr>
<td>R &amp; C Electric</td>
<td>various</td>
<td>$44,975.00</td>
<td>WBE</td>
</tr>
</tbody>
</table>

SBE/MBE TOTAL: $342,671.87
### 1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET

Page 1 (Summary Page) From The Annual Goals Calculations Report  

<table>
<thead>
<tr>
<th>TOTALS ($)</th>
<th>Contracts</th>
<th>TOTALS ($)</th>
<th>Contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,038,063.00</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors.

| Combined TOTALS OF SBE AND MBE EXPENDITURES | $228,775.72 | 9 | $834,531.28 | 30 |

### 3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only.

**PLEASE CATEGORIZE:**

A) American Indian (N)  
B) Asian (A)  
C) Black (B)  
D) Disabled Individual (D)  
E) Hispanic (H)  
F) Iberian Peninsula (I)  
G) Disabled American Indian (DN)  
H) Disabled Asian American (DA)  
I) Disabled Black American (DB)  
J) Disabled Hispanic American (DH)  
K) Disabled Iberian Peninsula American (DI)  
L) Woman (W)  
M) Woman American Indian (WIV)  
N) Woman Asian (AW)  
O) Woman Black (BW)  
P) Woman Disabled (DW)  
Q) Woman Hispanic (HW)  
R) Woman Iberian Peninsula (IW)  
S) Disabled American Indian Woman (DNW)  
T) Disabled Asian American Woman (DAW)  
U) Disabled Black American Woman (DBW)  
V) Disabled Hispanic American Woman (DHW)  
W) Disabled Iberian Peninsula American Woman (DIW)  

| DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W) | $ - | $ - |
| WBE TOTAL (Lines L - W) | $54,375.00 | $106,100.00 |
| MBE TOTAL (Lines A - W) | $54,375.00 | $106,100.00 |
**DEPARTMENT OF ADMINISTRATIVE SERVICES**  
**SUPPLIER DIVERSITY PROGRAM**  

**BE SURE TO INCLUDE SUBTOTALS FOR EACH MINORITY CATEGORY ON THIS FORM!!!**  
**SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT FOR REPORTING CAPITAL IMPROVEMENT EXPENDITURES**

<table>
<thead>
<tr>
<th>FY QUARTER PERIOD</th>
<th>1/1/16 - 3/31/16</th>
<th>In reporting data below, does your Agency utilize C.O.R.E.?</th>
<th>Yes <em>X</em> No</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Agency Name:</strong></td>
<td>Central Connecticut State University</td>
<td><strong>Report Prepared by:</strong></td>
<td>Thomas J Brodeur</td>
</tr>
<tr>
<td><strong>Agency Number:</strong></td>
<td>7802</td>
<td><strong>Agency Number:</strong></td>
<td>7802</td>
</tr>
</tbody>
</table>

**CERTIFIED VENDORS ONLY**  

<table>
<thead>
<tr>
<th>(A) Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</th>
<th>(B) State Contract # OR P.O. #</th>
<th>(C) DAS Certified SBE/MBE AMOUNT</th>
<th>(D) MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATM Restoration</td>
<td>various</td>
<td>$57,451.20</td>
<td>SBE</td>
</tr>
<tr>
<td>Bartholomew Contract Interiors</td>
<td>various</td>
<td>$32,670.00</td>
<td>SBE</td>
</tr>
<tr>
<td>Chase Glass</td>
<td>various</td>
<td>$6,475.00</td>
<td>SBE</td>
</tr>
<tr>
<td>East Side Welding</td>
<td>various</td>
<td>$9,237.50</td>
<td>SBE</td>
</tr>
<tr>
<td>Sign Pro Inc</td>
<td>various</td>
<td>$26,760.00</td>
<td>SBE</td>
</tr>
<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$28,400.00</td>
<td>SBE</td>
</tr>
<tr>
<td>The Mercury Group</td>
<td>various</td>
<td>$14,407.02</td>
<td>SBE</td>
</tr>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$54,375.00</td>
<td>WBE</td>
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**SBE/MBE TOTAL**  

$229,775.72
<table>
<thead>
<tr>
<th>Agency Name:</th>
<th>Central Connecticut State University</th>
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<tbody>
<tr>
<td>Report Prepared by:</td>
<td>Thomas J Brodeur</td>
</tr>
<tr>
<td>Agency Number:</td>
<td>7802</td>
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### CERTIFIED VENDORS ONLY

<table>
<thead>
<tr>
<th>Small Business Enterprise (SBE) OR Minority Business Enterprise (MBE) Vendor Name</th>
<th>State Contract # OR P.O. #</th>
<th>DAS Certified SBE/MBE AMOUNT</th>
<th>MBE Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Mechanical Services</td>
<td>various</td>
<td>$54,325.00</td>
<td>WBE</td>
</tr>
<tr>
<td>Creative Office Interiors</td>
<td>various</td>
<td>$42,129.03</td>
<td>SBE</td>
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<tr>
<td>Martin Laviero Contractor</td>
<td>various</td>
<td>$199,205.64</td>
<td>SBE</td>
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<tr>
<td>Sign Pro Inc</td>
<td>various</td>
<td>$24,010.82</td>
<td>SBE</td>
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<tr>
<td>T &amp; T Complete Landscaping</td>
<td>various</td>
<td>$127,796.00</td>
<td>SBE</td>
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<tr>
<td>The Mercury Group</td>
<td>various</td>
<td>$17,931.93</td>
<td>SBE</td>
</tr>
</tbody>
</table>

**SBE/MBE TOTAL**: $465,368.42
**DEPARTMENT OF ADMINISTRATIVE SERVICES**
**FISCAL YEAR**
**SUPPLIER DIVERSITY PROGRAM**  *Back-Up Sheets require Totals for each MBE Category*

**SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT** - for Reporting Capital Improvement Expenditures.

Please submit a digital copy of this form to Donald.Braman@ct.gov.

Fiscal Year Quarter: 4TH  Fiscal Year Period: 4/1-6/30/16

<table>
<thead>
<tr>
<th>Agency Name:</th>
<th>Central Connecticut State University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepared by:</td>
<td>Thomas J Breuder</td>
</tr>
<tr>
<td>E-mail Address:</td>
<td><a href="mailto:breuder@ccsu.edu">breuder@ccsu.edu</a></td>
</tr>
<tr>
<td>Tel #:</td>
<td>860-832-2531</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET</th>
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<tbody>
<tr>
<td>$ 4,038,083.00</td>
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<table>
<thead>
<tr>
<th>2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES</th>
</tr>
</thead>
<tbody>
<tr>
<td>$465,368.42</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3) Total Agency FY Capital Improvements Expenditures for Purchases from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A) American Indian (N)</td>
</tr>
<tr>
<td>E) Hispanic (H)</td>
</tr>
<tr>
<td>Q) Woman Hispanic (HW)</td>
</tr>
<tr>
<td>$54,325.00</td>
</tr>
</tbody>
</table>

| WBE TOTAL (Lines L - W) | $54,325.00 | $160,425.00 |
| MBE TOTAL (Lines A - W) | $54,325.00 | $160,425.00 |