

## Action Plan to Change CCSU Campus Culture (Last revised 8/19/2019)

Action	Primary Contact	Completion Date
<p><b>1.Reengineering the Offices of Diversity and Equity (ODE) and Human Resources (HR)</b></p> <ul style="list-style-type: none"> <li>• Conduct competitive procurement to choose consultant.</li> <li>• Determine composition of the RFP review team (CFO Charlene Casamento will reach out to members of the Executive Committee for suggestions).</li> <li>• Selected expert will work with Z. Toro to develop proposals.</li> <li>• Feedback from the campus community will be solicited in April and May of 2019 (including the Integrated Planning Council (IPC), Executive Committee, Faculty Senate, union leaders, and students).</li> <li>• Integration of feedback by experts.</li> <li>• Final report submitted to President Toro by June 1, 2019.</li> <li>• Review of report by Senate Committee on administrative appointments and President Toro.</li> <li>• Implementation of recommendations.</li> </ul>	Zulma Toro	December 2019
<p><b>2.Implementation of an institution-wide reporting, monitoring, &amp; tracking system to facilitate and maintain collection of information (complaints &amp; training)</b></p> <ul style="list-style-type: none"> <li>• Formation of a committee to conduct a survey of current systems, identify the needs of users, develop an inventory of functional use, establish new processes and procedures, and make a formal recommendation in terms of a reporting, tracking and monitoring consolidated system.</li> <li>• Feedback from the campus community will be solicited (including the IPC, Executive Committee, Faculty Senate, union leaders, and students).</li> <li>• Final decision will be made by Executive Committee Members based on committee recommendations and feedback.</li> </ul>	George Claffey	December 2019
<p><b>3. Administer a campus climate survey</b></p> <ul style="list-style-type: none"> <li>• Conduct competitive procurement to choose consultant.</li> <li>• Composition of the RFP review team: Carolyn Magnan, University Counsel Patricia Gardner, Associate Director of Graduate Recruitment &amp; Admissions Cecilia Perez, Contract Compliance Specialist Mark Jackson, Professor &amp; Faculty Senate President</li> <li>• Select consultant.</li> <li>• Administer survey and gather data.</li> </ul>	Charlene Casamento, Yvonne Kirby and Rusty Barcelo	June 30, 2019 <i>(to be revised)</i>

<ul style="list-style-type: none"> <li>Analyze data.</li> <li>Share survey results with university.</li> <li>Executive Committee Members will determine next steps.</li> </ul>		
<p><b>4. Implement actions to improve campus climate</b></p> <ul style="list-style-type: none"> <li>Meetings between President Toro and small groups of individuals to discuss Task Force recommendations and seek ideas for programmatic initiatives (six weeks). The composition of the small groups will be determined through input from union leaders, organizations across the university, and university leaders.</li> <li>Implement recommendations from small-group meetings.</li> <li>Assess effectiveness of actions.</li> <li>Adjust actions based on outcome from assessment.</li> </ul>	Zulma Toro and Rusty Barcelo	December 2019
<p><b>5. Development of a vision for a safe and inclusive Central Connecticut State University</b></p> <ul style="list-style-type: none"> <li>As part of the development of the Strategic Plan.</li> </ul>	Strategic Plan Steering Committee	December 2019
<p><b>6. Partner with faculty and union leaders to achieve 100% employee participation in Title IX training</b></p> <ul style="list-style-type: none"> <li>Identification of mandatory trainings. (Carolyn Magnan)</li> <li>Meetings with union leaders, President Toro, and Human Resources.</li> <li>Schedule and offer training programs accordingly.</li> </ul>	Zulma Toro and Rusty Barcelo	May 2019 <i>Revised - December 2019</i>
<p><b>7. Explore a new model for investigating sexual harassment, bullying and sexual misconduct on campus, and HR complaints rather than a “single investigator” to decrease individual bias or conflicts of interest</b></p> <ul style="list-style-type: none"> <li>This work group will develop recommendations: Carolyn Magnan, University Counsel Michael Jasek, Vice President for Student Affairs Sarah Dodd, Diversity Associate Anna Suski-Lenczewski, Chief Human Resources Officer</li> <li>Solicit feedback from union leaders and campus community regarding work-group recommendations.</li> <li>Executive Committee will make final decision based on work-group recommendations and feedback.</li> </ul>	Carolyn Magnan	June 30, 2019

<p><b>8. Appoint a work group to examine and make recommendations on policies and processes related to bullying and hazing</b></p> <ul style="list-style-type: none"> <li>This work group will develop recommendations:  Michael Jasek, Vice President for Student Affairs  Anna Suski-Lenczewski, Chief Human Resources Officer  Brian Barrio, Director of Athletics  Evelyn Newman Phillips, Professor of African American Studies  Jill Espelin, Assistant Professor of Nursing  Cecilia Perez, Contract Compliance Specialist  Sarah Atkinson, Dept. of Theatre Secretary  Olusegun Odesina, Professor of Computer Electronics &amp; Graphics Technology  Heidi Hughes, Associate Professor of Management &amp; Organization</li> <li>Present recommendations to campus community.</li> <li>President Toro will determine next steps based on bullet points one and two.</li> </ul>	Michael Jasek	May 1, 2019 <i>Revised – October 15, 2019</i>
<p><b>9. Determine how best to incorporate educational material on Title IX, bullying, and civility into student programming</b></p> <ul style="list-style-type: none"> <li>The Provost, Vice President for Student Affairs, and Associate Vice President for Enrollment Management will lead the charge.</li> </ul>	Michael Jasek	June 1, 2019 <i>Revised – October 1, 2019</i>
<p><b>10. Analyze programming offered by Student Affairs' departments on topics such as: sexual misconduct and bullying, among others, to leverage efforts and resources and increase effectiveness</b></p> <ul style="list-style-type: none"> <li>Michael Jasek, Brian Barrio and Sarah Dodd will lead the charge.</li> </ul>	Michael Jasek	June 1, 2019 <i>Revised – October 1, 2019</i>
<p><b>11. Implement the recommendations contained in the report of the Counseling Services review with special attention to after business hours and weekend coverage</b></p> <ul style="list-style-type: none"> <li>Vice President of Student Affairs, President Toro, and CFO will collaborate to get the recommendations implemented.</li> </ul>	Michael Jasek	June 30, 2019 <i>Revised – November 1, 2019</i>
<p><b>12. Assess training programs and delivery modes</b></p> <ul style="list-style-type: none"> <li>The programs and delivery modes will be reviewed by an expert who will provide recommendations for adjustments.</li> <li>Review of recommendations by a multi-disciplinary team, including representatives from ODE, Human Resources, Student Affairs, IT, AAUP, and SUOAF.</li> </ul>	Rusty Barcelo	August 30, 2019 <i>Revised – December 31, 2019</i>

<ul style="list-style-type: none"> <li>• Feedback solicited from the campus community.</li> <li>• Final decision regarding changes to the training programs and delivery modes to be made by the Executive Committee.</li> </ul>		
<p><b>13. Review operation of the Sexual Assault &amp; Interpersonal Resource Team (SART)</b></p> <ul style="list-style-type: none"> <li>• Research statute and its implementation by sister institutions.</li> <li>• Consideration of outcome from bullet point one by Executive Committee to determine next steps.</li> </ul>	Carolyn Magnan	April 2019
<p><b>14. Create a new webpage to keep the internal and external campus community informed on the progress made with respect to the above actions items, including actions implemented, as well as to gather feedback as needed</b></p> <ul style="list-style-type: none"> <li>• A collaborative group representing the following divisions will be involved in this process: Office of Diversity and Equity Human Resources Student Affairs University Counsel Marketing and Communications</li> </ul>	George Claffey	March 2019
<p><b>15. Develop and support “champions” to lead the transformation of the CCSU campus climate to become a more inclusive, welcoming and safe environment</b></p>	Zulma Toro, Rusty Barcelo, Executive Committee, Faculty, Union Leaders, Deans	October 2019 <i>Revised – December 31, 2019</i>