

## **INNOVATIVE PROGRAMS**

### **Section 46a-68-93**

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

#### **Administrative Clerical Tuition Waiver Program**

The Connecticut State University System (CSU) has an agreement with AFSCME Council 4 to provide a tuition waiver program to clerical employees, effective through June 30, 2025. Members of the Administrative Clerical bargaining unit, who are permanent and work at least 20 hours weekly, may take up to two courses per semester at any of the four State universities, tuition free. During the Fall 2022 semester, two (2) CCSU employees benefitted from this program: one (1) white female and one (1) Black female. During the Spring 2023 semester, two (2) CCSU employee benefitted from this program: one (1) white female and one (1) Black female.

#### **Alternate Work Schedules**

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

#### **Center for Teaching Excellence and Faculty Development**

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

To realize this mission, CTFD will:

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

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

#### **CCSU Scholarships**

Scholarship funds are available to assist classified employees and their dependent children with educational goals at Central Connecticut State University. The University designates funds for both the dependent children and the employees enrolled in courses. Each semester, the Human Resources Office sends mass mailings to all classified staff to notify them of this opportunity. No scholarships were awarded during the 22-23 academic year.

## **CCSU Drop-in Child Care Center**

The university offers additional and much-needed assistance to student-parents with the CCSU Drop-in Child Care Center ([ccsu.edu/childcare](https://ccsu.edu/childcare)) that opened in the Fall of 2022. The center is located in Carroll Hall's lower level. Its proximity to the Willard DiLoreto parking lot and new parking garage provides student-parents with convenient access. Several grants are funding the center's operation, which enables the university to offer free services to student-parents who are registered for classes at CCSU.

The Mission of the CCSU Drop-In Child Care Center is to provide high-quality, meaningful, and developmentally appropriate educational experiences for children ages 3-12 years old, that is easily accessible and supportive to the needs of our CCSU students, faculty, and staff. The CCSU Drop-In Child Care Center supports all learners through social and emotional learning, differentiated instruction and culturally responsive teaching. The Center provides high-quality preschool education and enrichment programs to support the needs of CCSU students, faculty, and staff. The Center strives to promote equity in education and seeks to provide educational advancement opportunities to strengthen the community.

The center prioritizes registration to accommodate student-parents; if space permits, faculty and staff will be welcome to register their child for a fee. They also offer summer enrichment programs. There is a summer program for children 3-4 called CCSU Fireflies and a program for 5-7-year-olds called CCSU Shooting Stars. During the 2022-2023 academic year, the Drop-in Child Care Center served forty-five (45) students, faculty, and staff and had a total of sixty-three (63) registered children.

## **Center for Community Engagement and Social Research (CCESR)**

CCESR was formerly known as the Center for Public Policy and Social Research merged with the Office of Community Engagement at CCSU in 2022. CCESR brings together the important work of community engagement and applied research. The Center's primary goal is to integrate teaching, research, and service through community engagement. CCESR would like all students to engage in multiple experiential learning opportunities, for faculty to develop scholarship with a community focus, and for our community to work with us to address their most pressing needs.

In 2020, Central Connecticut State University became a proud holder of the Carnegie Classification for Community Engagement. [The Carnegie Classification](#)<sup>®</sup> is the leading framework for recognizing and describing institutional diversity in U.S. higher education." In 2005, the Carnegie Classifications of Higher Education expanded to include Elective Classifications. The Elective Classifications honor institutions that have made incredible strides towards a specific theme, one of which being Community Engagement.

It is not simply an award, but an evidence-based documentation of policies and practices that the University has developed and upheld. To receive the classification, CCSU had to prove that it has made strong commitments to instilling community engagement on an institutional level. CCSU is one of 357 institutions currently classified and is up for re-classification in 2024.

The following is a list of events and community engagement activities that took place during the 2022-2023 academic year (more information is provided in the Internal Communication Supplemental Information Section):

### **Faculty/Staff Workshops**

- October 14, 2022: Incorporating experiential learning opportunities into the classroom.

- November 11, 2022: Focus on community engagement.
- December 1, 2022: School of Business Faculty Professional Development Workshop: Community Engagement
- March 29, 2023: Integrating community engagement and EJI (Equity, Justice, and Inclusion).

## **Students**

### ***Community Engagement Experiential Learning Stipend (CEELS)***

Over the summer, CCESR launched the Community Engagement Experiential Learning Stipend (CEELS) Program. Our Center encourages all students to engage in experiential learning opportunities but understands that not everyone has the financial resources available to take on unpaid roles. As a result, the CEELS program was created. Students were able to apply and receive \$18/hr with a maximum of \$3,000. Priority was given to students with financial barriers and those with internships engaging with local communities. Due to the success of the program, CCESR will continue to provide these stipends each semester.

### ***CCESR Student Ambassador***

One member of the CCESR team is our Student Ambassador. The Student Ambassador is a motivated, committed, and active student who believes in the mission of the Center: university-community collaboration is characterized by mutual benefit and reciprocity, and we need to integrate teaching, research, and service through community. Our Center also values the importance of experiential learning and strives to provide students with multiple opportunities, including internships, volunteer work, and service-learning projects.

To spread that message to as many students as possible, the Student Ambassador provides outreach to student clubs and organizations, tables at student-centered campus events (i.e., Club Fairs, Open House, Admitted Students Day, etc.), and assists CCESR in our various events and service projects. In addition to their work with students, they also serve as a student voice in our collaborations with community partners by sitting on our Community Engagement Advisory Board and Civic Engagement Task Force.

This position has an expectation of an average of 5-10 hours a week (some weeks will require no hours, some might require 10), with occasional weekend work. A stipend of \$3,000 a semester will be provided (averages to approximately \$20/hr).

### ***O’Neill Public Service Scholarship***

In 2009, the O’Neill Public Service Scholarship was established to honor the legacy for the late Governor William A. O’Neill. He appreciated the value of education and, as governor, increased funding to Connecticut colleges and Universities. As a result, a portion of the earnings from the O’Neill Endowed Chair, housed within CCESR, is used to support scholarships for undergraduate students who are pursuing a degree program leading to a career in public service (e. g., government, education, not-for-profit, etc.).

These scholarships are specifically intended to support students in CCSU’s Educational Opportunity Program (EOP) who seek to follow the remarkable example set by Governor O’Neill during his long and distinguished career of public service. The EOP program assists with enrollment at CCSU for high school graduates or general equivalency diploma (GED) recipients who are the first in their family to attend college, are low-income or are from traditionally underrepresented groups at the university level.

Since 2009, the Chair has provided over \$330,000 in Governor William A. O'Neill Public Service Scholarship program funds for EOP students.

### ***John Lewis Institute Scholars***

Central Connecticut State University launched the John Lewis Institute for Social Justice on Feb. 25, 2022, which is now housed under the Center for Community Engagement & Social Research & O'Neill Chair. The Institute seeks to empower a new generation of leaders to follow Lewis's call to build a better and more just world, one that is marked by hope and focused on liberation. Their collective work is designed to create intellectual and civic spaces to allow for a deeper understanding of the roots of injustice, while also fostering and nurturing efforts to eliminate it.

Working with cohorts of student Social Justice Scholars, the Institute's goals include developing their leadership and advocacy skills, while helping them to explore public service careers. The wider goal of the Institute is to engage with the campus and the local community around Social Justice issues.

Students can apply to be a part of a JLI cohort and, if selected, will receive a scholarship of \$750 per semester. During their two years as a JLI Scholar, they will attend a retreat, participate in seminars and scholar development, complete an internship, create a CCSU Social Justice Program or Initiative, and participate in a free spring break service trip. At the end of the two years, JLI Scholars will be recognized for their work and receive a Presidential medallion to wear at commencement.

### **EOP - The Educational Opportunity Program**

In 1968, Central Connecticut State University established the Educational Opportunity Program (EOP). Presently, it offers 204 students from Connecticut high schools seniors who do not meet the regular admissions criteria but have the desire and motivation the opportunity to attend Central Connecticut State University. Accepted students must complete a comprehensive five-week summer academic and residential program to begin the fall semester as full-time matriculates. During the summer, EOP students are provided an all-expense paid tuition, room, board, books, and supplies. Students are registered for Math, Writing, History and Physical Education. In addition, they are taught Study Skills, Time Management, Learning Skills and how to navigate university resources. During the academic years' students are provided with intrusive support and EOP Staff works closely with CCSU's faculty and university departments with assisting students with retention and graduation.

As of Fall 2023, 204 students continue to be served (53% male and 47% female). This year these students identified as 40% Hispanic, 40% Black, 33% White, 5% Asian, and 22% Other.

### **Employee Assistance Program**

The University, in conjunction with the Lexington Group, Inc., offers an Employee Assistance Program (EAP). This program is a free, short-term counseling, assessment, and referral service available to employees and eligible family members. EAP counselors are available for six sessions of short-term counseling. The EAP offers confidential assistance to employees in the identification and resolution of personal problems. Its' objective is to reduce problems in the workforce and to retain valued employees. The Lexington Group also provides seasonal newsletters with tips for healthy living and stress relief. During the reporting period, 30 cases were opened, 85 clients were served, there were 0 management contacts, there were 0 management consultations, and 9 cases were closed. The annual utilization for the EAP was 8%.

## **Employee Appreciation**

The President of CCSU, Dr. Zulma Toro, held an Opening Meeting on September 27, 2022. During the meeting the President highlighted faculty and staff achievements. In addition, Dr. Toro announced the recipients of the Distinguished Service Awards for the 2022 academic year. The President's Office held a CCSU Faculty and Staff End-of-Year Celebration and Commencement thank you on May 19, 2023. In addition, the Elihu Burritt Library held a Faculty Appreciation Lunch on April 27, 2023.

## **Institutional Advancement**

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

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

### **Travelers EDGE – Empowering Dreams for Graduation and Employment**

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

An agreement with The Travelers Companies Inc and CCSU continues. The scholarship will enhance a pipeline of qualified workers to the insurance and financial services industry while building awareness of careers at Travelers. A key element of the program is the recruitment of students from CCSU's existing network of high school partners, community and school-based collegiate awareness programs, and Capital Community College's Capital Crossroads to Careers program to ensure that scholarship recipients also represent diverse social, economic, educational, and cultural backgrounds.

CCSU built upon the experience to attract its tenth Freshmen Cohort. Each incoming cohort consists of up to five incoming first-year Travelers EDGE Scholars. These students attend specific high schools in the program's talent pipeline. Now in its sixth year as recognized pipeline partners, New Britain High School (NBHS) Academy of Finance Program continues to put forth talented students. Each partner school also receives separate grant funding to assist in critical components targeting student success and professional development. In 2021, New Britain High School's TRIO Program was added as an informal partner, allowing more deserving students with the opportunity to become a program participant.

Lessons learned from the close attention given to this program are shared with Travelers and across the Travelers EDGE Partner System, internally at CCSU with faculty members with whom Dr. Wall shares ideas, and in committee work such as within the School of Business. Dr. Wall has spoken at numerous academic

conferences about important lessons drawn from her work. In AY 2022-2023, the Travelers EDGE Program once again identified area professionals (SME's) who work directly with Travelers EDGE Scholars on an as-needed basis to support their learning. Specifically, these professionals work as "academic coaches" in math/statistics and accounting. Additionally, a new coach to serve students enrolled Computer Science and Cybersecurity majors was hired. SME's are typically graduates of CCSU Masters' Degree programs, and in their service to the Travelers EDGE Scholars, work directly under Dr. Wall's direct supervision. Often, these Coaches share a diverse, cultural background like those the Travelers EDGE Program serves. Academic institutions including those that focus on meeting diversity missions such as the University of Connecticut, and in Minnesota, Augsburg University and Metro State University are also part of the larger Travelers EDGE program.

CCSU continues to define itself as an excellent partner that produces exceptional results. Metrics such as GPA and number of interning Scholars indicate the program's goals of creating career-ready individuals, are evidence of our commitment to program goals. In terms of GPA, 34% of Travelers EDGE Scholars receiving Dean's List Honors (Spring 2023), including three students who earned President's Honors. In fall 2021, 47% of scholars made Dean's List, with seven making President's List Honors. In AY 2022-2023, 7scholars completed their bachelor's degree. Of those, 6 accepted full-time offer at Travelers, 5 of which are in Leadership Development programs.

CCSU's Travelers EDGE program places emphasis on preparing its participants for internship opportunities at Travelers. CCSU is recognized in the partnership for the highest retention and graduation rates, as well as the highest conversion rate to full-time opportunities at Travelers. These metrics also produce ongoing awareness of the strength and readiness of academic programs at CCSU. To this point, going forward into AY 2023-2024, CCSU remains a preferred partner in Travelers prestigious Financial Leadership Development Program (FLDP) as Summer Interns who then have the opportunity to convert to full-time. Three CCSU students were selected for this elite summer Internship program, and two Travelers EDGE Scholars accepted full-time positions in FLDP. Additional leadership development programs followed FLDP into making CCSU a targeted and strategic recruiting partner. CCSU continues to place students in Leadership Development and Development Program summer internships, including the Operations Leadership Development Program (2), Technology and Innovation Program (2), Technology Leadership Development Program (1), and Product Management Development Program (2) which included non-EDGE students. Feeding this pipeline, 9 Travelers EDGE Scholars completed Summer Leadership Program Internships at Travelers, and 2 did so in other organizations.

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

The Travelers EDGE Program scholars work diligently to take advantage of the opportunities afforded them. The program produced the following statistics for the period of August 2022 to July 2023:

- Dean's List Honors, Fall 2022 = 41% (12 of 29 students); 4 earning President's List Honors
- Dean's List Honors, Spring 2023 = 39% (11 of 28 students); 3 earning President's List Honors

In AY 2022-23, 7 students completed bachelor's degrees in their major field of study:

- 6 accepted full-time offers at Travelers

- 100% of students were eligible to intern at Travelers in Summer 2023

### **Rainbow Breakfast**

Rainbow Breakfast is an event that is held every academic year, typically in October but in the 22-23 AY it was held in March. It honors and celebrates the LGBTQIA+ students, faculty, and staff at CCSU. It also is where the Rainbow Awards and the Richard S. Spada and Robert G. Childers Scholarship are distributed. The Rainbow Awards honor a student and a faculty or staff member who exemplify what it means to create a safe space, educate others on LGBTQ+ topics, and do this in an intersectional way, while the Scholarship is presented to two students who identify with the LGBTQ community and have exhibited integrity, leadership, and perseverance in overcoming personal adversity in their quest for a higher education.

Rainbow Breakfast also hosts a speaker, and speakers cover various topics from politics to activism to storytelling, depending on who they are and what relevant topics make sense. Generally, the focus is to celebrate the community and come together as a campus community to support each other. This visible support from campus community members helps LGBTQ and allied students, faculty, and staff feel more welcomed and supported.

### **Lavender Graduation**

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

This program was first brought to CCSU as a capstone project completed by two students of the graduate program for Counseling in Student Development in Higher Education. It is now an institutional effort offered annually by the CCSU LGBT Center and the Office of Equity and Inclusion. Since 2010, CCSU has recognized 125 LGBTQ and Ally students in our annual Lavender Graduation Ceremony. In 2022, we had our largest graduating class ever, with 32 students and more than 100 family, friends, and faculty in attendance. Each Lavender Graduate receives a certificate of recognition and a rainbow cord and tassel to wear during commencement exercises.

### **Minority Recruitment & Retention**

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

**The AAUP (Faculty) MRRC** is charged with the responsibility of assisting search committees to recruit members of minorities and other protected groups; to assist the University in retaining such members; and to engage in such other actions as will satisfy the above purposes. Last year the University awarded \$35,569 to two (2) Black Females, seven (7) Asian Males, five (5) Asian Females, and one (1) Hispanic Female. minority faculty in the following disciplines: English, Finance, Psychological Science, Manufacturing & Construction Management,

Accounting, Chemistry, Geography, Management Information Systems, Theatre, Special Education & Interventions, and Computer Electronics & Graphics Technology.

**The SUOAF/AFSCME MPMC** (Professional Non-Faculty) is charged with the responsibility for identifying and recommending qualified minority candidates to search committees after the promotional process has been followed. The committee ensures that mentoring arrangements are available for newly appointed minority employees. The mentors are charged with responsibility for enhancing the professional development of minority employees during the first 1-6 years of their appointments and during the first three years in a new position or reassignment. The program eligibility was changed from three to six years and it now includes employees who are promoted to a higher-level position. This reporting period showed some changes due to contract negotiations and a smaller committee due to the fact members of the committees had expired terms of office. The committee focused on reviewing applications for professional development and updated the SUOAF/AFSCME MPMC brochure. In addition, the Committee held monthly meetings to discuss how to best communicate the availability of funds, ease the application process, and learn about how other offices function and what it takes to run events.

### **Performance Excellence Award for Support Staff**

The Performance Excellence Award for Support Staff is designed to distinguish individuals or teams for their contributions to the University. These employees consistently exhibit performance and behavior that exemplify the University's values. Permanent classified employees and Management/Confidential employees who are at or below salary grade 35 are eligible to be nominated for this award. The Award is presented during Employee Appreciation Week each year.

### **Faculty Day & the Excellence in Teaching Awards Ceremony**

On Friday, April 21, 2023, the Center for Teaching and Innovation and the Excellence in Teaching Award Committee held an award ceremony recognizing the achievements of CCSU faculty. There was Earth Day Programming that included plant and garden presentations, as well as information on self-care and mental health programs.

### **Programs offered by Office of Victim Advocacy (OVA)**

*Put the Nail In It Campaign* <https://www.safehorizon.org/put-the-nail-in-it/>

In the fall semester of 2022, OVA led the #PuttheNailInIt campaign. It is a project dedicated to bringing awareness to prevalence of domestic violence victims. Created by the brand Safe Horizon. Its mission is to provide support, prevent violence and promote justice for victims of domestic violence. In this campaign, students would take a vow promising to take their part in ending domestic violence and not staying silent. There were 5 tablings in the student center throughout the fall of 2022 in which the CCSU community members signed a pledge and/or painted one of their fingernails purple, to show their support for victims of domestic violence. Additionally, the local YWCA and Prudence Crandall Center tabled alongside the OVA to show students our collaborative effort with the community and have the community see individuals who work at these organizations face to face.



*The Clothesline Project* <https://theclotheslineproject.org/>

OVA organized and implemented the Clothesline Project in the Spring of 2023. The Clothesline Project is a visual display that bears witness to the violence against women. During the public display, a clothesline is hung with shirts. Each shirt is decorated to represent a particular woman's experience, by the survivor herself or by someone who cares about her. This project is done to help with the healing process for people who have lost a loved one or are survivors of this violence; to educate, document and raise society's awareness of the extent of the problem of violence against women; and to provide a nationwide network of support, encouragement and information for other communities starting their own Clothesline Project. The OVA worked with teams, classes and the CCSU community at large to decorate shirts which were later displayed at a full day event in Willard-DiLoreto Hall.

*Denim Day* <https://denimday.org/>

Denim Day activities were facilitated by OVA in the Spring of 2023. This campaign began after a ruling by the Italian Supreme Court where a rape conviction was overturned because the justices felt that since the victim was wearing tight jeans, she must have helped the person who raped her remove her jeans, thereby implying consent. The following day, the women in the Italian Parliament came to work wearing jeans in solidarity with the victim. Denim Day is now recognized worldwide, and the OVA organized for the CCSU community to participate and wear jeans to stand in solidarity with rape victims. Additionally, there were 5 tablings held throughout the spring semester to raise awareness regarding this campaign.

### **Ruthe Boyea Women's Center**

The Ruthe Boyea Women's Center exists to provide resources, to advocate, to inform, and to support personal development. The Center offers a variety of services for and about women. The Center sponsors educational and cultural programs designed to promote gender equity, knowledge of women's rights issues, leadership, and independence. It offers information and applications for scholarships pertaining to women including the Ruthe Boyea Scholarship. The Center encourages understanding and cooperation among women of varied socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. The Center aims to help find victims of violence, assault or harassment find the resources they need and act as their advocates in the process.

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

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

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

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

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

### The Technology & Engineering Education Department

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

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

### The Technology & Engineering Education Department

The Central CARES student club sponsors the national program for “Go Baby Go” that puts disabled and immobile children into small electric cars.

### Computer Science Department - K-12 computer science support

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

### Engineering Department - CCSU All Girls STEM Summer Program

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

### Engineering Department - National Summer Transportation Institute

The goal of this program is to improve Science, Technology, Engineering, and Math (STEM) skills by providing high school students, minorities, young women, and disadvantaged youth with awareness regarding careers in transportation and to encourage them take transportation-related technical curricula in pursuit of a transportation career.

Young Engineers Summer STEM Workforce Development Program for 7<sup>th</sup>-9<sup>th</sup> grade students, and many programs developed by SEST faculty for youth from 2<sup>nd</sup>-12<sup>th</sup> grade in cooperation with Continuing Education. Industrial Advisory Board contributes significantly to the program development by providing expertise and knowledge of current technologies and creating alliances with regional industries. Each program which is accredited from national organizations in SEST shall have an Industrial Advisory Board composed of appropriate industrial representatives. The Board assists and recommends to faculty and administration matters concerning: student recruitment, evaluation and suggesting modifications of existing programs and courses, analysis of needs and the development of new courses and programs to meet the identified needs and assist in recruiting and advertising for full-time and part-time faculty positions in the school.

### Random Hacks of Kindness Jr.

This program is aimed at introducing 4<sup>th</sup>-8<sup>th</sup> graders into what coding is in the context of “Coding for a Cause” as they build programs to help out non-profits. The event is hosted by CCSU’s Computer Science Dept., Computer Science Club, with support from the Center for Community Engagement.

**Tech It Out-** There were many faculty from SEST who were involved in the program - There were eleven (11) programs that served 88 kids during summer of 2023. The following is a list of the programs and how many students were involved:

<b>Program Title</b>	<b># Of Students</b>
Rated E for Esports (5th- 8th grades)	9
Programming Fun with Python, 4th & 5th	6
Magic of Multimedia, 5th - 8th	11
Magic of Multimedia	6
Land & Air Robotics	15
Rated E for Esports (9th- 12th grades)	7
Exploring the Cosmos	5
Air and Sea Academy: Explore Autonomous Flight & Underwater Robotics this Summer!	13
Programming Fun with Python, 6th-8th	6
Make Your Own Game	10

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

### **University Ombudsperson**

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

The Office of the University Ombudsperson advocates for fairness, equity, justice and humane treatment at CCSU. From these principles, the University Ombudsperson offers an impartial, objective, informal alternative for resolution of concerns for students, faculty, staff and management. Acting as an impartial third party, the University Ombudsperson informally investigates complaints, resolves differences through mediation, expedites processes or advocates for specific actions and, based on experience in dealing with individual cases, presents options for procedural changes within the University. To the extent permitted by law, consultations with the University Ombudsperson are confidential. The Ombudsperson reports directly to the University's President. During the 2022-2023 academic year, the University Ombudsperson had 147 visitors presenting 158 issues/concerns.

### **Work Life Balance**

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

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

With financial support provided by CCW and Human Resources, CCSU is an institutional member of the College and University Work Family Association (CUWFA) which maintains an active website and listserv and holds an annual national conference each year. The association provides advice and support for Work-Life initiatives at institutions of higher learning. CCW has established a “clearinghouse” website ([www.ccsu.edu/wlb](http://www.ccsu.edu/wlb)) that serves as centralized places for information on available resources, services, and programs on or related to work-life balance issues.

During the 2022-2023 term, the Work Life Balance sub-committee, listened to the CCW members and their needs, it came evident that there was and still is a need of health and personal wellbeing activities/discussions needed. The committee spent time researching best practices and working on how to help faculty and staff. In efforts to promote self-wellness, the committee will be hosting a Self-Care Day Fair in October of 2023. The day-long event will feature blood pressure screenings, cooking demonstrations, chair massages, therapy dogs, Zumba, line dancing, other information, activities, and giveaways. Snacks and Refreshments will be available throughout the day as well.

The committee wanted to know if the users of the lactation rooms needs were being met and how could the university better provide support to breastfeeding families. A survey was designed to hear from them and was placed in all the lactation rooms. They can access the survey through a QR Code on their smart phone.

### **College Internships and Practicums**

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

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

### **Cooperative Education (Co-op) Internships**

Cooperative Education (Co-op) provides practical work experience in an occupation or profession. The co-op work experience is typically full-time and lasts for 6 months. During a co-op, students may take the semester off from school completely, take a class or two while working, or maintain a full course load; however, the latter is not recommended. You may do one or more co-ops for the same or different employer each time. This

flexibility allows you to sample different career paths and employers of different sizes, locations, and industries. For co-op, it is best to have completed some courses within your major area of study. Junior or senior year would be the best time for the most rewarding experience, especially if only taking one co-op rotation.

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

During the reporting period (Fall 2022 and Spring 2023), CCSU had 6 students participated in the co-op program throughout various businesses and organizations with the State of Connecticut including on the campus in various departments of Central Connecticut State University. The students served were: Four (4) White males, One (1) Asian female, and One (1) Unknown male.

### **Career Development Office**

The 2022-2023 year marks the first time since 2019 that we witnessed a fully active campus. In this successful first year back since the Covid-19 pandemic, the Career Development Office assisted almost 70,000 students in clarifying and reaching their career goals through hosting events, including nine in-person career fairs and several networking, etiquette, and other job-related events. The Spring semester's career fairs brought together 775 Students & 254 Employers.

Career Fairs for the Fall of 2022 included: Accounting & Finance Fair, Fall Internship & Career Fair, Computing & Digital Tech Fair, Construction Management, and Engineering & Manufacturing Fair.

Employers invited to campus in the Spring of 2023 included: Xfinity Theatre Live Nation, Kutcher Travels, UPS, Town of Manchester Police Department, Leap for Kids, BHI, and the IRS.

In addition to the Career Fairs, the Career Development Office sponsored two events: **Etiquette Dinner** that featured cool tips & tricks on dining well with CT 's certified etiquette educator, Karen Thomas; and **Networking Night with Travelers** which recognized CCSU's partnership with Travelers and featured speed networking activities.

### **Girls in STEM Program**

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