



RESOLUTION

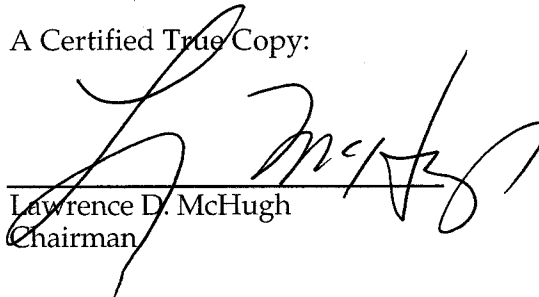
concerning

PERSONNEL POLICIES FOR MANAGEMENT  
AND CONFIDENTIAL PROFESSIONAL PERSONNEL  
OF THE CONNECTICUT STATE UNIVERSITY SYSTEM  
(VERSION 1.5)

July 18, 1997

- WHEREAS, The Personnel Policies for Management and Confidential Professional Personnel have not been revised since 1994, and
- WHEREAS, There have been policy changes adopted by the Board since that time which should be reflected in the Personnel Policies, and
- WHEREAS, An extensive review process has occurred in which suggestions for revision from Management and Confidential Professional Personnel were solicited, considered and incorporated wherever possible and the proposed revisions to the Personnel Policies have been circulated to all covered personnel for comment, now, therefore, be it
- RESOLVED, That BR#94-74 is rescinded and the attached document entitled, *Personnel Policies for Management and Confidential Professional Personnel of the Connecticut State University System (Version 1.5)*, is herewith adopted by the Board of Trustees, subject to the necessary approval of certain sections by the Office of Policy and Management.

A Certified True Copy:



Lawrence D. McHugh  
Chairman

Amendment approved by the Board of Trustees 7/18/97. The complete document will be distributed to all Management/Confidential Personnel with the amended language incorporated at a later date.

**AMENDMENT TO  
PERSONNEL POLICIES FOR CSU MANAGEMENT AND  
CONFIDENTIAL PROFESSIONAL PERSONNEL**

1. Delete Sections 4.10 through 4.10.3 and insert existing language:

*Disputes concerning the meaning of these policies shall be reduced to writing and submitted to the Advisory Committee on Personnel Policies. Said Committee shall make a written recommendation within thirty (30) calendar days to the CSU Chief Administrative Officer to resolve the dispute. Within a further fifteen (15) calendar days the CSU Chief Administrative Officer shall issue a written decision in the matter which shall be final and binding.*

2. Delete provisions of Section 6.3 and replace with existing language:

*Management and Confidential Professional Personnel in the System Office are appointed by the Chancellor. Such appointments may be terminated pursuant to Article 10.*

3. Delete provisions of Section 6.4 and replace with existing language:

*University Management and Confidential Professional Personnel are appointed by the President. Such appointments may be terminated pursuant to Article 10.*

4. Amend Section 10.1 to read as follows:

*The Chancellor is appointed by the Board and serves at the pleasure of the Board. He or she may also be terminated by the Board pursuant to Article 10.6. If the Executive Committee of the Board finds it necessary, the Chairperson may suspend the Chancellor with or without pay. In such a case, the Chairperson shall designate a member of the professional staff from either the CSU System Office or one of the campuses to serve as Acting Chancellor.*

5. Amend Section 10.2 to read as follows:

*The Presidents of the four State Universities are appointed by the Board and serve at the pleasure of the Board. A President may also be terminated by the Board pursuant to Article 10.6. With concurrence of the Executive Committee of the Board and the Chairperson of the Board or, when the Chairperson is unavailable, with the concurrence of the Vice Chairperson, the Chancellor may suspend a President with or without pay. In such a case, the Chancellor shall name a professional staff member from the Connecticut State University System to serve as Acting President.*

6. Amend Section 10.3 to read as follows:

*Employees may be non-continued in their current positions without cause or explanation at the option of the Chancellor, for System Office personnel; or Presidents, for university personnel; Full-time employees may be non-continued upon a one-year*

*(1-year) written notice, and part-time employees may be non-continued upon a three-month (3-month) written notice. A non-continued employee shall not have access to the procedures of Article 10.6.*

*The above notice provisions are not required in the case of Suspension (10.4.2), Termination for Cause (10.4.3) or Abandonment (10.5).*

**ITEM**

Personnel Policies for Management and Confidential Professional Personnel of the Connecticut State University System (Version 1.5)

**BACKGROUND**

The last edition of the Personnel Policies was approved by the Board in July 1994. Since that time the Board has made changes in policy which include adopting recommendations of the Objective Job Evaluation for Management and Confidential Professional Positions in April 1995. In addition, over the years some language in the policies has become outdated; and it was desirable to add new language in the areas of Non-Discrimination, Affirmative Action & Sexual Harassment, and Dispute/Complaint Resolution.

In September 1996, suggestions for revision of the policies were solicited from covered personnel by the Advisory Committee on Personnel Policies. These suggestions were received and considered by the Advisory Committee, Council on Employee Relations and the Council of Presidents. In addition to updating the policies, employee suggestions were incorporated wherever possible. The results of this process have been included in the attached document which was circulated to covered personnel for comment.

**ANALYSIS**

The proposed revision to the Personnel Policies document is the result of a lengthy and thorough review process. For the most part, the proposed changes are to conform to existing Board policy or provide clarification. These amendments do not add new or different benefits.

Upon Board approval, the revised Personnel Policies must be submitted to the Office of Policy and Management for approval of benefits which are the same as union contract benefits requiring supersedences of the statutes.

**CHANCELLOR'S RECOMMENDATION**

Approval is recommended.