



Partnering for Progress

2015 CCIC Member Forum

The Connecticut Conference of Independent Colleges
invites you to attend the

2015 Member Forum

January 13, 2015
Quinnipiac University York Hill Campus
8:00 a.m. – 12:00 p.m.
Check-in begins at 8:00 a.m.

Keynote Presentation (8:45 a.m.)

Lessons Learned in Aftermath of Shooter on Campus Situation

Presented by Ronald Quagliani

In December 2013, a UNH student brought loaded guns to campus setting off a campus-wide shooter on campus situation. This session will cover actions taken during the event as well as lessons learned and changes made in the aftermath in the areas of facilities, faculty training, student services and emergency planning.

Ronald Quagliani is the Associate Vice President of Public Safety & Administrative Services at the University of New Haven

Registration Information

- This half-day event will consist of a keynote presentation and two workshop sessions.
- Please register for your first choice selections. We will make every effort to accommodate your choices in the order you prefer.
- There is no fee to attend the event, but pre-registration is required.
- Directions and parking details will be included with your registration confirmation.
- Please register online at our website, www.theccic.org, or at [this link](#).

Workshop Descriptions: Session 1 (9:45 a.m.)

A-2 Conducting Effective Workplace Investigations

Carmody Torrance Sandak & Hennessey: Presented by D. Charles Stohler and Sarah S. Healey

Conducting an effective workplace investigation is essential when an educational institution receives information indicating that discrimination, theft, fraud, violence, drug abuse, sexual harassment, stalking or other wrongdoing has occurred in the workplace. An employer must be able to respond quickly and appropriately when such issues arise in order to avoid significant legal liability and negative publicity. We will review the steps necessary for conducting an effective investigation, including how to address the various legal issues that can arise.

A-4 Strategies for Advancing Sustainability on your Campus

GreenerU: Presented by Dallase Scott

Topics covered include discussion on what makes a successful program, how an institution can assess their own capabilities and bandwidth, how to understand program needs, and discussion on working collaboratively internally and externally. This presentation aims to discuss the "how" as much as the "what".

Workshop Descriptions *(continued)*

A-5 Getting Ahead of Deferred Maintenance

Sightlines: Presented by David Kadamus and Joyce Topshe

In this workshop participants will learn about new tools and models that help them define and model deferred maintenance and enable them to develop strategies to get ahead of the problem. Jim Kadamus will provide an industry perspective on the available tools and models; Joyce Topshe will provide campus perspective.

A-9 Top Tips: ADA Issues - Admission, Attendance, and Accommodations

Shipman & Goodwin: Presented by Leander A. Dolphin

The presenter will provide top tips for compliance with the Americans with Disabilities Act. Top tips will address schools' obligations to provide accommodations to students, from the application stage through graduation. Requests for accommodations may include auxiliary aids or service animals - how should schools respond to such requests?

A-11 Be the CEO of Your Life

Anthem BCBS: Presented by Cerina Savino

What is it that enables you to cultivate your talents, to build deep, lasting relationships with others, to feel joy, and to contribute meaningfully to the world? What is it that allows you to flourish? In this workshop learn how to use tool to work on confidence, motivation, enhancing your energy and embrace optimism, and character to show how to get the most out of life for yourself and others.

Workshop Descriptions: Session 2 (11:00 a.m.)

A-1 Diversity in College Admissions - Past, Present & Future

Murtha Cullina: Presented by Hugh Murray and Michael C. Markowicz

The tension between diversity and meritocracy plays itself out most publicly in college admissions. The U.S. Supreme Court's 2013 Fisher decision did not end the conversation and recently filed lawsuits against Harvard and UNC promise to keep this on the agenda. Any institution that accepts federal funds will be impacted by this developing area.

A-6 Transforming Equity: Title IX and Transgender Students

Pullman & Comley LLC: Presented by Michael P. McKeon

What is an educational institution's obligation to accommodate transgender students? OCR's extension of Title IX protections to transgender students presages a significant shift in how colleges and universities will be required to treat transgender students, including the provision of equitable access -- as in the use of dormitories, bathrooms and potentially locker rooms -- and equitable curricular and extracurricular opportunities.

A-8 Safety and Security, Together for a Safer Workplace

AffinEcco: Presented by Paul Errico

With the world around us evolving as it is it is important to understand the relationship of safety and security. The safety of our workforce is not just compliance with federal, state and local standards/regulations, but their security on the job.

A-10 Budget-Neutral Funding Solutions for Energy Conservation Upgrades

First American Education Finance: Presented by Nick Borkowski and Chad Wiedenhofer

During this session, we will discuss:

- Common campus energy projects we're seeing schools invest in over the last 12-18 months
- Unique considerations for energy projects
- Common challenges schools face with the implementation of these projects
- Available funding options for energy savings projects

Workshop Descriptions (continued)

A-14 Managing Cybersecurity Risk in the Digital Campus: Recent Developments in the Threat Landscape, Law and Risk Mitigation

Wiggin and Dana LLP: Presented by John Kennedy and Michael McGinley

This workshop will focused on data security issues and preventative measures pertinent to universities. The suggested audience is senior-level college administrative personnel. It will address:

- The current data security threat environment (focused on universities)
- Legal/Regulatory framework for higher education institutions (high-level overview only)
- Data security enforcement activities and key recent cases and regulatory guidance pertaining to universities
- Managing data security: best practices in preparation for and risk mitigation in data breaches using hypotheticals in higher education settings
- Vendor and procurement due diligence and contract management, including hypothetical contract clauses that increase risk exposure
- Special issues with emerging education technologies (e.g., cloud services, Big Data, social media)

Post Session (12:15-1:00 p.m.)

A-12 How the University of Connecticut Delivers Better Insights Through Visual Reporting of IR Data

SAS Institute: Presented by Thulasi Kumar and Shiva Jaganathan of UCONN

The University of Connecticut quickly analyzes institutional data through an easy-to-use, drag-and-drop web-based application. This presentation demonstrates how to use SAS® Visual Analytics specifically in areas of enrollment and retention -- whether with your data warehouse or just existing data sources -- to quickly design reports that are attractive, interactive and meaningful and then distribute those reports via the web, or through mobile BI on an iPad® or tablet.

Presenters Bios (alphabetical)

Nick Borkowski - First American Education Finance

As the Relationship Manager for all of the CCIC member schools, Nick works with CCIC business officers to customize project-specific funding solutions for various campus plans. Nick is an Associate Certified Leasing Professional and holds a bachelor's degree in business management from St. John Fisher College. Nick currently resides in Rochester, NY with his fiancé, Melissa.

Leander A. Dolphin - Shipman & Goodwin

Leander Dolphin represents colleges and universities, independent schools and public school districts in education and employment matters, including student discipline, special education disputes, disability-related matters, employee discipline and discharge, and investigations. Leander represents clients in claims before the CHRO and the OCR. She also represents clients in employment litigation matters, and provides employment counseling to private and public sector clients

Paul Errico - AffinEcco

Paul Errico is a results-oriented professional with thirty (30) years of experience working with OSHA (General Industry, Maritime Industry and Construction), EPA and USDOT regulations and diverse industries. In 1985, working for ITT Corporation, Paul was Plant Engineer and Safety Director for the ITT Advanced Technology Center in Shelton, Connecticut. In 1991 he became the first Corporate Safety Director for Ogden Services, developing their EHS Policies and Procedures manual, training programs and inspection protocols for diversified clients (NYU Medical, World Trade Center, Trash-to-Energy facilities, chemical facilities) across the country. The day after the 1993 World Trade Center bombing he was involved in the development of safety protocols for workers during cleanup operations and review accident reports on Ogden workers. At present Paul is the Corporate Director EHS.

Sarah S. Healey - Carmody Torrance Sandak & Hennessey

Sarah S. Healey is an associate in Carmody Torrance Sandak & Hennessey's litigation group, which was named a "highly recommended" Connecticut litigation team in Benchmark Litigation's Guide To Leading Business Litigation Firms and Attorneys. She practices in business and commercial litigation, utilities litigation and labor and employment defense. In particular, Sarah defends employers in state and federal court and before administrative agencies such as the Equal Employment Opportunity Commission and the Commission on Human Rights and Opportunities against claims of discrimination, harassment, and retaliation. Sarah also trains management personnel on a variety of employment related topics.

Presenters Bios (continued)

Shiva Jaganathan - UCONN

Dr. Shiva Jaganathan is the Executive Director for Data Warehouse & Business Analytics at the University of Connecticut. He has several years of IT project management experience in the areas of ERP, Data Warehouse (SAS EBI, Oracle and SQL Server), Data Mining, Visual Analytics, Forecasting and Simulation. Previously, Shiva worked as a Solutions Architect and Software Developer for organizations in the Medical/Clinical and Defense Industries.

David Kadamus - Sightlines

Mr. Kadamus is the Founder and Chairman of the Board of Sightlines, a national consulting firm based in CT that advises colleges and universities on how to invest capital funds to reduce deferred maintenance.

John Kennedy - Wiggin and Dana LLP

John Kennedy is a partner in Wiggin and Dana's Corporate Department and a member of the Information Technology and Outsourcing, and Privacy and Information Security Groups. In 25 years of practice, Mr. Kennedy has focused on transactions and counseling in the law of information technology, data privacy and security, intellectual property and e-commerce.

Thulasi Kumar - UCONN

Dr. Thulasi Kumar (Asst. Vice Provost) has offered workshops and presentations for 15+ years in leveraging data warehousing technologies, predictive analytics and business intelligence for decision-making in areas of faculty scholarly productivity, budget reallocation modeling, competitive positioning and new academic program development. His more recent work focuses on academic program review process to identify the strengths and weaknesses to enhance University offerings.

Michael C. Markowicz - Murtha Cullina

Mike Markowicz represents municipalities and educational institutions in all aspects of their operations. He is a Harvard Law School graduate and previously worked at the University of Connecticut in its compliance office.

Michael McGinley - Wiggin and Dana LLP

Michael McGinley is an associate in Wiggin and Dana's Litigation Department. Before joining Wiggin and Dana, Michael was an associate at Clifford Chance US LLP in Washington, DC, where he represented multinational financial institutions in global criminal sanctions matters. Before beginning his legal career, Michael served on active duty in the United States Air Force, serving in a variety of roles, including an acquisition program manager and test manager for various command-and-control programs and an Officer Training School instructor. He currently holds the rank of Lieutenant Colonel in the Air Force Reserve at United States Cyber Command. Michael is Department of Defense Level II certified in Acquisition Program Management.

Michael P. McKeon - Pullman & Comley LLC

Michael McKeon is a member of the Pullman & Comley's Education and Labor & Employment practices, representing educational institutions in federal and state courts, and before governmental agencies. An attorney for 27 years, Michael has established new case law in Connecticut in the area of Title IX and has written and spoken nationally about Title IX and other education-law issues.

Hugh Murray - Murtha Cullina

Hugh Murray is a partner at Murtha Cullina who represents employers throughout New England in all aspects of the employment relationship. He has represented educational institutions in labor relations and employment matters for twenty years. He is a 1987 graduate of Harvard and a 1990 graduate of Boston College Law School.

Cerina Savino - Anthem BCBS

As a Worksite Wellness Coordinator, Cerina is responsible for developing, implementing and coordinating strategies to increase health awareness and participation in fitness and nutrition wellness programs. Cerina directly supports clients by evaluating client needs and develop client specific wellness programs activities to improve the health of their members and lower costs for the group.

Dallase Scott - GreenerU

Dallase is the Director of Change at GreenerU and an energetic and talented facilitator with more than 6 years' experience designing and implementing behavior change programs. She is currently leading GreenerU's delivery of sustainability services at Brown University and Babson College, where she serves as the Director of the Office of Sustainability.

D. Charles Stohler - Carmody Torrance Sandak & Hennessey

Chuck Stohler is the lead partner in Carmody Torrance Sandak & Hennessey's Labor and Employment practice. For more than 30 years, Chuck's practice has included traditional labor relations as well as preventive human resources advice and representation in all aspects of the employment relationship. At the request of numerous parties, Chuck's practice in recent years has focused on alternative dispute resolution, particularly mediations, arbitrations, fact-findings and investigations. Chuck is on the arbitrator and mediator panels of several national organizations. Another major part of Chuck's practice is providing training seminars, ranging from customized management training for clients to programs for industry-wide associations.

Presenters Bios (continued)

Joyce Topshe – Wesleyan University

Ms. Topshe is the Associate Vice President for Facilities at Wesleyan University where she is responsible for developing the university capital investment strategy. She is a leader in using data, analysis and peer comparisons.



[Register Today!](#)



Full Schedule

8:00 a.m.

Check-in begins | Vendor Fair | Breakfast

8:45 a.m.

Opening Remarks and Keynote Presentation

9:45 a.m.

Workshop Session 1 begins

11:00 a.m.

Workshop Session 2 begins

12:15 p.m.

Optional post-session presentation