



President
Leadership Profile
Fall 2024



Executive Summary

The Chancellor of the Connecticut State College & Universities (CSCU) invites nominations and applications for the position of President of Western Connecticut State University (WestConn) in Danbury, CT.

As a regional public institution in southwestern Connecticut celebrating its 120th anniversary this year, WestConn has stayed true to its mission of preparing compassionate leaders. This reflects the intellectual leadership of its faculty, dedication of its staff, and inquisitiveness of its students in advancing shared goals for the betterment of mankind. As a dynamic institution of higher learning that was designated a Hispanic Serving Institution in 2024, WestConn is responsive to the needs of the rapidly changing socioeconomic, demographic, and political fabric of society. Its new strategic plan, [Western Rising](#), aims to capitalize on WestConn's strengths and address its demographic and financial challenges by transforming WestConn into a nimble, innovative university through realigning resources and programs to better serve students and employers, increasing adaptability, and developing new cutting-edge programs. WestConn seeks a president to lead the institution in these efforts and ensure WestConn's success.

Located on two campuses about an hour north of New York City in one of Connecticut's most diverse cities, with high-tech facilities and a diverse student body of over 3,100 undergraduate and 600 graduate students, WestConn provides students with a practical, career-focused education grounded in the liberal arts and sciences. The university's approximately 400 faculty support bachelor's and master's programs across four schools: the Ansell School of Business, the Macricostas School of Arts and Sciences, the School of Professional Studies, and the School of Visual, Performing, and Communication Arts. Notably, the university welcomed its largest freshman class since 2018 this fall. More information about WestConn may be found at www.wcsu.edu.

The President of WestConn reports to the CSCU Chancellor and serves in his cabinet alongside the presidents of the other Connecticut State Universities, Connecticut State Community College, and Charter Oak State College, which collectively provide affordable, innovative, and rigorous programs for students to achieve their personal and career goals as well as contribute to the economic growth of Connecticut. The President is expected to be a full partner in ensuring the success and national prominence of the system and to serve Connecticut's administrative and legislative leaders, state residents, and businesses.

WestConn seeks a transformative, visionary president with significant experience spearheading change in complex organizations and the capacity to ensure success in a challenging, competitive higher education landscape. Outstanding financial, strategic planning, and advocacy skills are essential in order to advance WestConn's and CSCU's goals in the region and state. The WestConn community expects its next president to model and respect the community's commitment to the principle of shared governance and values of compassion, curiosity, inclusivity, persistence, and well-being. An advanced degree and credentials that earn the respect of the WestConn community are required. For more information regarding how to make a nomination or to express interest in this opportunity, please see the section titled "Procedure for Candidacy" near the conclusion of this document.

Role of the President

The President is the Chief Executive Officer of Western Connecticut State University and has broad responsibilities, including:

- Advising the CSCU Chancellor and Board of Regents on the needs of the campus and its students
- Overseeing university-wide delivery of strong academic programs, equitable and outstanding educational student experiences, and administrative strategies that lead to sustainability and effectiveness
- Implementing university-wide strategic goals
- Advocating for state funding and policies that support public higher education
- Overseeing the achievement of university-wide performance goals in accordance with their adopted performance accountability plans
- Providing academic, administrative, and student affairs leadership to the campus
- Providing the Board of Regents with updates at its regularly scheduled meetings and outside the meeting schedule whenever appropriate

In conjunction with the WestConn community and the CSCU Chancellor, the WestConn President is expected to evaluate, adjust if necessary, and implement the university's strategic plan with particular focus on the university's financial sustainability and return on investment by the State of Connecticut. The President is responsible for collaborating with other universities, colleges, the System Office and external partners to advance public higher education in Connecticut. The President is expected to work tirelessly to strengthen the university's financial health, modernize infrastructure, invest in both physical and human capital, advance WestConn on its pathway to excellence, and improve the educational outcomes and educational experience for students.

Reporting to the President are the following members of the WCSU Senior Staff:

- Provost and Vice President for Academic Affairs
- Vice President for Finance and Administration/Chief Financial Officer
- Vice President for Enrollment Management and Student Affairs
- Vice President for Institutional Advancement
- Chief Information Officer
- Chief Diversity Officer
- Chief Human Resources Officer
- Director of Athletics
- Chief of Police/Director of Public Safety
- Presidential Assistant
- Executive Assistant to the President



Opportunities and Expectations for Leadership

Western Connecticut State University has a long proud history of service to the state and the region in providing accessible educational opportunities to an increasingly diverse student population. One of four comprehensive universities in the CSCU system with both residential and commuter students, WestConn both reflects and is impacted by the economy and demographic changes of its surrounding communities and recruitment market. In recent years, the university experienced a decline in enrollment and a drop in revenue which created a negative financial situation leading to budget, program, and personnel cuts. With the support of the Board of Regents and its sister institution, Central Connecticut State University, WestConn leadership is actively directing efforts to bolster the financial resource base, strengthen recruitment and retention, and improve operational effectiveness. Early progress has been made. In fall of 2024, WestConn welcomed its largest freshman class in six years and saw a rise in overall enrollment for the first time in several years. The next President of WestConn will be expected to continue these efforts as well as to secure the future of WestConn's role in the region and the state as a critical partner in degree attainment and career readiness for graduates. This means also ensuring WestConn's faculty, staff, and programs have the resources, tools, and leadership support to achieve academic excellence and student success.

Specifically, the President will be expected to address the following priorities:

IMPLEMENT STRATEGIC PLAN

The [Western Rising: 2030](#) strategic planning process launched in November 2023, spanned nine months, and was based on broad-based consultation with the university's diverse stakeholder community of students, faculty, staff, administrators, alumni, and community partners. The plan's goals reflect WestConn's shared commitment to rise as a beacon of transformative, community-serving education in Western Connecticut by staying on course toward student success. The resulting plan, released in September 2024, outlines three strategic priorities with supporting goals, objectives, and measures of accountability.

Strategic Plan priorities:

- Student Success: Pursuing Academic Excellence, and Improving Enrollment, Retention, and Completion Rates
- WestConn's Inclusive and Supportive Community Culture
- Sustainable Financial Stability through Economic Efficiency and Revenue Enhancements

Implementation is already underway and will continue through the transition to the next president and beyond. The incoming president will have the opportunity to review the plan, assess its progress and potential, make necessary adjustments, and oversee its full implementation. Additionally, the new president will take ownership for aligning the institution's direction with the Board's strategic priorities related to access, completion, and talent.



ACHIEVE FINANCIAL STABILITY

In 2024 WestConn made progress addressing its significant financial challenges and achieved a balanced budget and \$11M in reserves. The new strategic plan's priority of financial stability will require continuous systemic financial planning and evaluation, effective organizational structures, optimal resource utilization, and new diversified revenue streams. Like many public higher education institutions across the country facing enrollment challenges, WestConn's next president must weigh the benefits and costs of every decision that impacts financial sustainability while upholding academic excellence, student success, and community well-being.

SUPPORT INTERNAL LEADERSHIP DEVELOPMENT

WestConn's current leadership team is talented and experienced but consists of a number of interim appointments. The next President will need to establish and retain a permanent leadership team that can continue leading and supporting organizational change, systems improvement, and revenue stabilization. Specifically, the leadership team will be expected to:

- Align resources with strategic priorities
- Focus on fiscal viability and cost control
- Engage in institution-wide, collaborative decision-making
- Build and sustain a data-informed decision-making culture
- Enhance fund-raising capacity and ties to the local community
- Engage the entire institution in strengthening student recruitment strategy and growth
- Support and encourage innovation in meeting the needs of students, the community/region, and the state
- Model and advance initiatives that reflect the university's commitment to diversity, equity, and inclusion

The strategic planning experience engaged and incorporated input from a broad cross-section of the community and tapped leaders throughout the university. Members of the WestConn campus community collaborated and wrestled with the university's challenges and developed practical recommendations based on data and information. The next president will find allies and champions energized by the solutions-oriented process and eager to continue working with leadership to ensure WestConn's bright future.

BUILD COMMUNITY

WestConn seeks a President who understands that to achieve its mission and ensure students are successful, the community must have faith and trust in its leadership, and, in turn, leadership must trust and respect the contributions of the community. WestConn seeks a president who can build community through transparent communication of the challenges and variables WestConn has to work with, a collaborative and collegial approach to problem-solving, and honest, inclusive, and open dialogue with student success at the center of every decision. The president must model and encourage an inclusive leadership culture that values and recognizes the contributions of every member of its increasingly diverse population and encourage partnerships and collaborations across boundaries.

CULTIVATE STRATEGIC RELATIONSHIPS AND PARTNERSHIPS

CSCU campuses play critical roles in the communities they serve. WestConn is a valued member of the western Connecticut region as a key employer, a social and cultural hub, and a resource to the business community.

WestConn is also a member of a large public higher education system that benefits most when campuses and leaders collaborate. Business, education, government, and civic leaders seek a president for WestConn who will be actively engaged and visible in the community and who seeks out mutually beneficial partnerships and strategic relationships that will advance the university, the CSCU system, and the region's economic, social, and cultural well-being.

GROW PHILANTHROPIC RESOURCES

The next President will be expected to inject energy and vision into a comprehensive, coordinated advancement strategy that supports WestConn's strategic plan, and to be a vocal advocate for philanthropic investment in the university. The next President must ensure WestConn has a coherent advancement function that includes all aspects of institutional fund-raising—alumni affairs, donor engagement and stewardship, annual giving, corporations, foundations, and individual major giving. Reasonable fundraising targets should be established and progress toward meeting those targets be monitored on an on-going basis, with the president visibly and materially leading principal gift fundraising efforts.

ENSURE ACCREDITATION

In spring of 2024, the [New England Commission of Higher Education](#) (“Commission”) issued a “formal notice of concern” to WestConn notifying the institution of concerns about stable leadership, transparency, financial challenges, enrollment declines and staffing reductions, as well as concerns about educational effectiveness and the university's need for a written diversity, equity, and inclusion plan. While WestConn met relevant accreditation standards, the Commission expects the university to address the concerns by spring of 2025. Progress has been made on all fronts and the university expects positive findings upon their visit in fall 2025. The next President will need to assure the community and NECHE that the issues leading to the negative findings will continue to receive the university's full attention.

ADVOCATE FOR CSCU

Serving more than 85,000 students from every one of the state's 169 municipalities, CSCU provides \$11 billion in positive economic impact for the state and a high-quality, accessible education that is the most affordable in Connecticut. It is the collective responsibility of CSCU leaders to advocate for continued state investment in the system. Top priorities include advocating for increased operating support and funding for the physical infrastructure of CSCU campuses. CSCU is also engaged in an initiative led by new Board leadership to define systemwide goals and key performance indicators focused on accessibility, completion, and talent development.

To support both advocacy efforts and these collaborative initiatives, the next President of WestConn is expected to work closely with system leadership and other institution presidents to advocate for public higher education investment and to implement innovative strategies that reduce costs while enhancing value and student success.

Professional Qualities and Personal Characteristics

WestConn seeks an effective leader who is committed to ensuring WestConn's continued transformation and success. This individual will demonstrate ability to achieve the following:

- ✓ Implement a transformative vision and strategy that serves as the foundation for WCSU's long-term success serving students and the region
- ✓ Address short-term challenges, leverage institutional strengths, and engage the community in solving problems
- ✓ Build a successful and talented academic, student affairs, and administrative senior leadership team
- ✓ Collaborate effectively with the CSCU's chancellor, presidents from the other state universities and Charter Oak State College, and system office executives to sustain and strengthen the power and value of the Connecticut State College and University System
- ✓ Build and sustain strategic, mutually beneficial relationships with Connecticut's top senior leaders in the public, private, and civic sectors
- ✓ Advance WestConn's recognition as a successful, innovative leader in its class
- ✓ Attract the resources WestConn needs to invest in its future

Required qualifications:

- An advanced degree from an accredited institution
- Experience in an executive leadership role in academic administration
- Significant leadership and administrative experience within a complex organization, including evidence of developing and implementing strategic plans
- Successful, sustainable change management experience
- Ability to recruit and lead an outstanding leadership team
- Budgetary and financial acumen
- Vision for and commitment to the mission of public higher education
- Relationship building skills coupled with potential for or evidence of ability to lead fundraising efforts
- Commitment to the values of diversity, equity, and inclusion, coupled with demonstrated evidence of advancing these values in an institutional setting
- Dedication to student success and academic excellence

Preferred qualifications:

- Respect for and ability to engage constituents across an organization regardless of their position
- Superb oral and written communication skills
- Ability to encourage and tap innovation and creativity
- Keen marketing instincts and experience leading organizations that have built sustainable enrollment or market share; specific understanding of strategic use of digital marketing
- Data-based decision-making skills
- Patience
- Experience working with unions and with collective bargaining
- Curiosity, empathy, and approachability
- Understanding and knowledge of the issues facing public higher education

About Western Connecticut State University

Two Campuses: One Spirit

Over one hundred and twenty years ago, the small but hard-working community of Danbury had a collective dream: to build a teacher-training institution (then called The Normal School) that would give people access to higher education and a chance to “touch the future” of America by becoming teachers.

They didn’t just dream. Led by a man named John R. Perkins (who would become the school’s first principal—equivalent to the president), the citizens of Danbury pushed and prodded a conservative Connecticut legislature into finally selecting their little town as the site for such a school. Over time, the three acres with a single building grew to a 34-acre campus with several structures, known as “Midtown Campus”. It achieved the status of college and then a full-fledged university with degree programs turning out professionals in everything from music and fine arts to accounting, from nursing and physical education to meteorology. In the 1980s, its stunning 364-acre second campus, known as “Westside Campus,” opened with a state-of-the-art classroom facility at its center, complemented by an outdoor amphitheater and nature preserve, student residence halls, a field house, an athletic stadium, the Westside Campus Center, and finally the Visual and Performing Arts Center. The two campuses are approximately three miles apart.



University Mission

Western Connecticut State University (WestConn) changes lives by providing all students with a high-quality education that fosters their growth as individuals, scholars, professionals, and leaders in a global society.

To achieve this, we

1. Offer undergraduate and graduate programs that weave together liberal arts and professional education and instill a desire for life-long learning.
2. Sustain a vibrant, inclusive campus that connects individuals through co-curricular programs, cultural events, and service to the community.
3. Attract student-centered faculty who are passionate teachers and accomplished scholars.
4. Establish partnerships that create opportunities for internships, research, and experiential learning.

Values

Excellence

We value outstanding achievement realized through persistence, effort, honest feedback, and self-reflection.

Curiosity

We value the questions that drive learning, innovation, and creativity, which serve as the beginning and the desired outcome of education.

Dialogue

We value the conversations that explore diverse perspectives and encourage shared understanding.

Engagement

We value the interactions with ideas, peers, and community that are essential to a vibrant university environment.

Opportunity

We value the possibilities created by affordable, accessible educational environments in which students can grow into independent thinkers and confident leaders.

Respect

We value the right of all people to be treated with dignity and fairness and expect this in our policies, classrooms, and community.

Vision

Western Connecticut State University will be widely recognized as a premier public university with outstanding teachers and scholars who prepare students to contribute to the world in a meaningful way. Learn more about WestConn at the following links:

- www.wcsu.edu/
- www.wcsu.edu/admissions/ugrad/
- www.wcsu.edu/graduate/
- <https://news.wcsu.edu/category/media/>
- <https://news.wcsu.edu/?s=success+stories>

Academics

Schools and Academic Programs

The Ansell School of Business is an accredited member of the Association to Advance Collegiate Schools of Business International (AACSB). It transforms students into graduates prepared to succeed in the global economy and to fulfill — and exceed — employers' needs. Small class sizes promote innovation, engagement, and impact as students learn from professionals in their fields. Teaching is informed by intellectual contributions and service to the community, businesses, and professional organizations.

The Macricostas School of Arts and Sciences is home to nine departments, sixteen undergraduate majors, and four graduate majors, and offers a wide variety of interesting ways for students to create a unique combination of topics to further their intellectual endeavors. The school is comprised of a STEM Division, Humanities Division, and Social Sciences Division.

The School of Professional Studies is a multidisciplinary, professional education school that places student learning first, integrates theory with practice, prepares competent beginning professionals, and contributes to the education, health, and social welfare of the greater community. SPS houses the following departments: Education, Educational Psychology, Health Promotion & Exercise Sciences, Justice and Law Administration, Nursing and Social Work.

The School of Visual, Performing, and Communication Arts draws from the talent and resources rooted in New York City – allowing it to enrich both our students and our local arts community by providing quality arts programming and a conservatory-level education at the affordable cost of a public university. From the visual and fine arts to music, theatre, communication, and writing, SVPCA provides students with a superior arts education, fosters excellence in creative research and discovery, nurtures ethical and moral decision-making and leadership, and contributes to the cultural enrichment of the state and region.



Student Headcount Enrollment in Fall 2024Undergraduate Enrollment by School

914 = Ansell School of Business
891 = Macricostas School of Arts and Sciences
1,045 = School of Professional Studies
661 = School of Visual, Performing, and Communication Arts
56 = Undergraduate Nondegree Students

Graduate Enrollment

570 = Graduate Students in Degree and Certificate Programs
32 = Graduate-level Nondegree Students

Undergraduate Admissions in Fall 2024

6,980 = New Applications for Full-time Enrollment (including 1,070 transfers)
5,697 = Accepted by the Admissions office (including 555 transfers)
1,081 = Enrolled as New Full-Time Students (including 233 transfers)

Profile of First-Time Full-Time Students Entering in Fall 2024 (as a percentage of 848)

Women comprise 46% of the entering class, and members of historically underrepresented racial and ethnic groups comprise 57% of the entering class.

Geographic Origin of Undergraduates in Fall 2024 (as a percentage of 3,567 students)

19.2% = Danbury	6.2% = New Milford
5.5% = Bethel	4.1% = Brookfield
4.65% = New Fairfield	3.0% = Newtown
33.1% = Other CT	22.1% = New York and New Jersey
2.2% = Other States and Countries	

SAT Scores in Fall 2024

The mean SAT composite score for all first-time, full-time students is **1133** (Mathematics **571** plus Evidence-Based Reading **562**).

Degrees Conferred from July 1, 2023, to June 30, 2024

9 = Doctorates	153 = Masters
777 = Bachelors	6 = Associates

Degree and Certificate Programs in Fall 2024

Undergraduate programs = 48 Graduate programs = 23

Teaching Faculty in Fall 2024 (Source: Human Resources)

180 are Full-time

338 are Part-time (130.26 = full-time equivalent)
 91% of full-time faculty have doctorates and other approved terminal degrees

Full-Time Teaching Faculty by School in Fall 2024

- 29 = Ansell School of Business
- 64 = Macricostas School of Arts and Sciences
- 49 = School of Professional Studies
- 38 = School of Visual, Performing, and Communication Arts

Student-to-Faculty Ratio in Fall 2024

11.7 to 1 (Total Student FTE divided by Total Faculty FTE)

Tuition and Fees

WESTERN CONNECTICUT STATE UNIVERSITY									
Fall 2024 & Spring 2025									
Full-Time Rate Schedule									
Tri-State Rate (CT, NY, NJ Residents)	Undergraduate		Graduate		MFA Writing		MFA Art		
	FALL	SPRING	FALL	SPRING	FALL	SPRING	FALL	SPRING	
Tuition	3,499	3,499	4,358	4,358	4,573	4,573	5,536	5,536	
University General Fee	2,518	2,518	2,518	2,518	2,518	2,518	2,518	2,518	
University Fee	528	528	528	528	528	528	528	528	
Student Activity Fee	99.50	99.50	99.50	99.50	99.50	99.50	99.50	99.50	
Writing Center Fee	16	16	16	16	16	16	16	16	
Transportation Fee	40	40							
Term Total	6,700.50	6,700.50	7,519.50	7,519.50	7,734.50	7,734.50	8,697.50	8,697.50	
National Rate (all other states)	Undergraduate		Graduate		MFA Writing		MFA Art		MS Ed, MS Music Ed, MS Counseling Ed, MAT Secondary Ed
	FALL	SPRING	FALL	SPRING	FALL	SPRING	FALL	SPRING	
Tuition	5,249	5,249	6,537	6,537	6,859	6,859	8,304	8,304	
University General Fee	2,518	2,518	2,518	2,518	2,518	2,518	2,518	2,518	
University Fee	528	528	528	528	528	528	528	528	
Student Activity Fee	99.50	99.50	99.50	99.50	99.50	99.50	99.50	99.50	Same as Tri-State
Writing Center Fee	16	16	16	16	16	16	16	16	
Transportation Fee	40	40							
Term Total	8,450.50	8,450.50	9,698.50	9,698.50	10,020.50	10,020.50	11,465.50	11,465.50	
International Rate	Undergraduate		Graduate		MFA Writing		MFA Art		MS Ed, MS Music Ed, MS Counseling Ed, MAT Secondary Ed
	FALL	SPRING	FALL	SPRING	FALL	SPRING	FALL	SPRING	
Tuition	5,249	5,249	6,537	6,537	6,859	6,859	8,304	8,304	
University General Fee	2,518	2,518	2,518	2,518	2,518	2,518	2,518	2,518	
University Fee	528	528	528	528	528	528	528	528	
Student Activity Fee	99.50	99.50	99.50	99.50	99.50	99.50	99.50	99.50	Same as Tri-State
Writing Center Fee	16	16	16	16	16	16	16	16	
Transportation Fee	40	40							
Term Total	8,450.50	8,450.50	9,698.50	9,698.50	10,020.50	10,020.50	11,465.50	11,465.50	

NOTES:

1. Full-Time: Undergraduate 12+ credits/term, Graduate 9+ credit/term, Doctoral part-time per credit only.
2. Other Fees: Please visit the "Other Fees" page for a list of other applicable fees, including but not limited to, lab fees and over-registration fees.

Budget and Finances

WESTERN CONNECTICUT STATE UNIVERSITY			
Expenditure Plan FY23-FY25			
	FY 23 Actual	FY24 Estimate	FY25 Budget
	Dollars (\$)	Dollars (\$)	Dollars (\$)
Revenue:			
Total Revenue	149,517,148	120,092,664	127,822,718
Expenditures:			
Total Expenditures	136,524,678	113,550,997	121,004,544
Funds Before Transfers	12,992,470	6,541,668	6,818,174
Total Designated Transfers	(5,359,963)	(5,260,863)	(5,451,740)
Total Transfers and Commitments	(1,595,234)	(1,596,900)	(1,366,434)
Net Change	6,037,273	(316,095)	-

WestConn has total assets of \$295 million, including \$50 million in current assets, with total liabilities of \$37 million. In FY23, the university generated \$149 million in revenue, covering \$136 million in expenses. Despite this, WestConn's finances have been strained due to declining enrollment. In 2019, the university had 5,246 students, while in Fall 2024, it has 4,169 students, marking the first enrollment increase since the pandemic. From FY18 to FY21, the university accumulated a combined \$18 million in deficits, which depleted its reserves. Since then, WestConn has been working closely with the CSCU System Office to rebuild its reserves and adjust its spending. Additionally, changes in how the State covers fringe costs for university employees explain the decrease in both revenue and expenses in FY24. The university is now developing a multi-year financial sustainability plan to align its expenses with its revenues.

Reserves: \$12M as of June 30, 2024 (projected)

Foundation Endowment: \$29M as of August 2024

Personnel: 498 Full-Time, 483 Part-Time

Unions: American Association of University Professors (AAUP), State University Organization of Administrative Faculty (SUOAF), Administrative and Residual (A&R), Administrative Clerical, Maintenance & Service Unit, Protective Services.

Campus and Facilities

Midtown Campus

Kathwari Honors House

The Kathwari Honors Program resides in the 8,434-square-foot building, formerly known as Alumni Hall. In addition to housing the administrative offices of the Honors Program, the house features an Honors classroom, video conference room, den, and kitchen on the first floor that is open to the Honors students.

Berkshire Hall

Fall 2024 saw the completion of Berkshire Hall's renovation and transformation. Totalling more than 84,796-square-feet, it houses a new vibrant and exciting dining facility with a multitude of food and beverage stations and dining room seating capacity for 300, all with an urban renewal style. The casual seating and lounge areas, which include a fireplace and barista-style coffee shop, are all within a 2-story glass façade overlooking the Quad. The Bill Williams Gymnasium has undergone a complete renovation, along with the addition of a new state-of-the-art cardio fitness center, an athletic training facility, studios, locker rooms, and showers, as well as offices for Recreation, Intramurals, and Club Sports.

Centennial Grove

The grove features a semi-circular paved plaza defined by a low fieldstone wall, a lighted planting bed, and six cast-in-place benches. At the head of the plaza is a fieldstone monolith with a bronze plaque commemorating the university's first centennial. Under the monolith is a vault containing a time capsule for future historians. This outdoor area serves as a serene location for student browsing, contemplation, reading, etc.

Fairfield Residence Hall

Fairfield Hall was WestConn's first residence hall. Constructed in 1917, Fairfield Hall initially housed 84 students before renovations and the addition of 46 units in 1957. Over the years, the now 34,771-square-foot hall was once a female-only residence hall. 2008 saw a complete renovation of the facility, which now serves as a coed dorm for first-year students. It houses several lounge and study areas furnished with pool tables, a television area, recreational equipment, and kitchenettes. The cupola atop the building, which served as part of the university's original logo, is one of its most distinctive features. A newly renovated outdoor space includes seating and a gas firepit for gatherings.

Fifth Avenue Parking Garage

Completed in the fall of 2006, this pre-cast parking garage is located on the corner of Fifth Avenue and Osborne Street. Surveillance cameras and an emergency phone system equip this facility, which can accommodate 800 cars on its four levels.

Haas Library

Dr. Ruth A. Haas, the first woman elected president of a four-year college in the United States, inspired the name of this six-level library. Originally built in 1969, a \$19.8-million expansion project in 2000 funded an addition and renovation that more than doubled the size of the library to 113,021-square-feet. The combined holdings of the Haas Library and the Robert S. Young Library (located in the Westside Classroom Building) include more than 215,000 volumes, 480,000 microforms, government documents, and electronic and audio-visual resources. The Tutoring Resource Center is on the second level, followed by the Writing Center on the third level. On the fourth floor, the AccessAbility Services Office is located.

Higgins Hall/Higgins Hall Annex

Built in 1950, Higgins Hall was named in honor of Lothrop D. Higgins, a science professor who became the school's second principal while the university was known as Danbury State Normal School. Higgins Hall nearly doubled in size to more than 85,674-square-feet with the addition of Higgins Annex in 1964. Higgins Hall also houses the office of the Macricostas School of Arts & Sciences Dean.

Litchfield Residence Hall

Constructed in the 1960s, Litchfield Hall, at 53,357-square-feet, accommodates about 240 students and is one of three co-educational residence halls on the Midtown campus. Litchfield's "open square" design makes it a unique

building on campus. The residence hall's center offers an open square courtyard. Litchfield includes several lounge and study areas furnished with pool tables, cable television, recreational equipment, and kitchenettes.

Midtown Quad

The Midtown Quad, with its series of connecting landscaped pedestrian walkways, benches, and streetlamps that light the way to the various buildings surrounding this park-like setting, serves as a venue for celebrations and events. Students use the Quad daily for a variety of activities, from tossing a Frisbee to finding a quiet place to study or relax outdoors.



Newbury Residence Hall

Newbury Hall is one of three co-educational residence halls on the Midtown campus. Built in 1969, this residence hall accommodates about 230 students, mainly in double-occupancy rooms. At five stories high, the 60,158-square-foot Newbury is the tallest of the Midtown campus residence halls. Many rooms offer a view of the Midtown Campus. Newbury houses a large, multi-purpose lounge, as well as several study and lounge areas furnished with pool tables, cable television, recreational equipment, and kitchenettes.

Connected to Newbury Hall, the new WestConn Student Health & Wellness Center offers free and confidential services to the university community. They offer in-person and virtual counseling sessions for matriculated students, as well as outreach activities for the campus community. Students, faculty, and staff can also request guidance from the Counseling Services if they have concerns about a student or a specific situation.

Boiler House

The structure houses the university's central heating and hot water plant operations. In 1955, the university expanded the building to house its police department, which has since relocated to its own building across the street. Years later, they added a second story, expanding the building to 10,773-square-feet. The facility also houses WestConn's Maintenance Trades and Minor Capital Projects Department, as well as a maintenance garage.

Old Main

In 1903, when state legislators allocated funding for the creation of WestConn (then called Danbury Normal School), Danbury native Alexander White donated three acres of land to the state for the school's site. On that land, they built Old Main in 1904. Today, at 42,207-square-feet, Old Main houses student-oriented administrative services that include the offices of Enrollment Management, Admission, Registrar, Cashier, Financial Aid, University Advisement Center, Division of Graduate Affairs, Veterans Affairs, as well as the Offices of Diversity, Equity, Inclusion, and Belonging. Also located in Old Main are Student Affairs, the Pride Center, and WestConnect Office (I.D. and access card services). Old Main, as the home of Information Technology & Innovation, is the focal point for the university's networking and telecommunications systems.

Police Station

This facility opened in 2018 includes a lobby/reception area, conference and interview rooms, dispatch room, records retention space, and briefing roll call/training rooms for the University Police Department.

Science Building

Completed in 2005, this 122,000-square-foot science building houses the biology and environmental sciences, chemistry and biochemistry, physics, astronomy, and meteorology departments. The facility includes classrooms, lecture auditoria, a greenhouse, an observatory, the WestConn Weather Center, and research laboratories, including the Boehringer Ingelheim Biochemistry Lab. This "green" building was the first state-funded building project to seek LEED silver certification from the U.S. Green Building Council, an organization that promotes the design and construction of environmentally responsible and sustainable buildings. In 2013, the building underwent a positive environmental impact expansion with the installation of a fuel cell power unit capable of producing clean electricity at substantial savings. Classes, undergraduate research, and public viewing nights utilize the Midtown Observatory, situated atop the Science Building.

Also located in the Science Building is The Jane Goodall Center for Excellence in Environmental Studies, a collaborative effort between The Jane Goodall Institute and the university, offering environmental interdisciplinary programs for students, educators, and the community. Behind this building is the Jane Goodall Center Permaculture Garden.

The Student Center

Originally constructed in 1959, the Student Center was known as Memorial Hall. Following a four-year renovation and addition project that doubled the building size to more than 71,880-square-feet, the Student Center reopened in 1998. The facility has a 170-occupancy multi-purpose theater and a game room with pool tables. This building also houses student-related administrative offices such as the Student Government Association, The Echo, the university's student-operated newspaper, Veteran's Lounge, the University Information Center, and WXCI 91.7 FM, the student-operated campus radio station. Additional student services located in the Student Center are the WestConn Bookstore, Greek Council, Center for Student Involvement, the Office of InterCultural Affairs, the Student Technology Training Center, and Mail Services. During certain nights, the lower-level Wolves' Den is home to WestConn's Midtown Coffeehouse.

University Hall

Early in 1996, WestConn purchased University Hall, a four-level, 20,302-square-foot office building. Fully renovated in 2000, University Hall houses administrative offices such as Finance and Administration, Administrative Services, Institutional Advancement, Human Resources, Academic Affairs, and the Office of the President.

Warner Hall

Added to the Midtown campus in 1999, this building was named for Dr. Truman A. Warner, professor emeritus of anthropology and history. The designers carefully planned the 34,078-square-foot building's design and architecture to blend with the rest of the Midtown campus, incorporating many aesthetic elements from the two oldest buildings, Old Main and Fairfield Hall. A red brick facade complements the other Midtown structures, while its arched window design echoes that of the Haas Library. Warner Hall houses the Pre-Collegiate & Access Programs department, classrooms, and various offices. The first floor of Warner offers public meeting and lounge spaces, as well as conference rooms.

White Hall

The university purchased White Hall, the former home of Danbury's high school, in 1964. Built in 1925, the building was named in honor of Alexander White, a Danbury native, and the school's original benefactor. Today, White Hall serves as a multi-purpose academic building. The 133,869-square-foot facility includes computer and non-computer classrooms, as well as state-of-the-art Nursing Simulation Labs with support classrooms. White Hall is home to the Office of the Dean of Professional Studies, Media Services department, and Ives Concert Hall, a facility used by student and academic departments for recitals, lectures, ceremonies, and various cultural events.

190 White Street - Warehouse

The two-story, 55,314-square-foot former warehouse facility, acquired in 2010, is currently home to the Property Management and the Shipping & Receiving departments.

White Street Parking Garage

WestConn's three-story Midtown parking garage opened in May 1996, expanding the school's parking facilities by more than 900 spaces. The garage features an enclosed pedestrian bridge that spans White Street, allowing students, faculty, and staff to cross safely. The garage has two elevators, one at each end of the bridge. The WestConn police patrol the facility night and day, equipped with surveillance cameras and emergency telephones.

Westside Campus

Alumni Pavilion

Located just outside the Westside Classroom Building and across from the Westside Athletic Complex, the pavilion is an outdoor covered area with ten picnic tables and a capacity of eighty people. This venue is utilized to host various university events.

Athletic Fields and Tennis Courts

Outdoor athletic facilities include practice fields, baseball and softball fields, and six tennis courts.

Westside Athletic Complex

Completed in 2004, the Westside Athletic Complex (WAC) includes a 24,000-square-foot synthetic turf field where the Wolves play their home football, soccer, field hockey, and lacrosse games. The stadium also features an outdoor facility, accommodating approximately 2,500 spectators, complete with a press box, locker rooms, concessions area, and restrooms. This facility has hosted the graduation commencement exercises in previous years.

Centennial Hall & Parking Garage

This 350-bed residence hall and 425-car parking garage opened in the fall of 2004. The bedroom suites include a living/study area, bathroom(s), and a small kitchen area, which accommodates four to seven students. The

131,038-square-foot facility includes community laundering facilities, a large lounge area, a computer technology lab, a fitness center, a game room, and a vending machine area. Centennial Hall received an Award of Merit in the 2005 Connecticut Building Congress Project Team Award for a project in the “above \$10 million construction cost” category, as well as a LEED certificate from the U.S. Green Building Council.

Grasso Hall

Named in honor of the former governor of Connecticut, Ella Grasso Hall is one of three apartment-style residence halls on the Westside Campus. Completed in 1983, this 78,811-square-foot building accommodates 369 upper-class students. Each suite contains two double occupancy bedrooms, one bathroom, a living room, and a kitchen area. Grasso Hall also houses a large, multi-purpose lounge furnished with pool tables, a piano, and a large-screen television. Laundry facilities also are available.

Ives Concert Park

On the Westside Campus, the 40-acre Ives Concert Park serves as a venue for outdoor events like concerts and shows. At the heart of this facility are a pond and a 2,500-square-foot gazebo, used as a stage for performances. WestConn is currently reimagining the park as a potential multi-use area.



O'Neill Athletic and Convocation Center

Completed in 1995, the 167,581-square-foot William O'Neill Athletic and Convocation Center acts as a multi-purpose athletic facility for the Westside Campus and houses many of WestConn's athletic offices for the baseball, basketball (men's and women's), softball, tennis (men's and women's), volleyball, ice hockey, golf (men's and women's), cross country (men's and women's), and track & field (men's and women's) teams. Equipped with a weight room, swimming pool, and locker rooms, the O'Neill Center also contains the Feldman Arena, where WestConn's basketball and volleyball teams hold home competitions. Concerts, keynote speakers, and a variety of university shows have taken place in the arena, which can seat 4,500 spectators. In the past, commencement has taken place in this arena. O'Neill Center's Hall of Fame honors WestConn's own outstanding athletes.

Pinney Hall

This building, named in honor of A. Searle Pinney, a former member of the CSU Board of Trustees, underwent renovations in 2010 after its completion in 1999. Upper-class students typically reserve this 425-bed, 193,772-square-foot apartment-style residence hall, which accommodates five students per suite. Each unit contains three furnished bedrooms, two bathrooms, a furnished living and dining area, and a full-sized kitchen. The building also features two-story floor lounges, laundry facilities, and conference/meeting rooms that are available for special occasions.

Visual and Performing Arts Center

The Visual and Performing Arts Center (VPAC), home to the School of Visual, Performing, and Communication Arts, provides students with facilities of the highest caliber, enhancing their educational experiences. The VPAC boasts a multitude of dynamic spaces to accommodate the needs of artists across all disciplines. The versatile facilities include the Concert Hall, Studio Theatre, Scene Shop, Dressing Rooms, Sculpture Studio, and M.F.A. Studios. This state-of-the-art center provides immeasurable creative and collaborative opportunities for students, faculty, staff, and patrons. The building houses the office of the Dean of Visual, Performing, and Communication Arts.

Westside Campus Center

This 49,000-square-foot center opened its doors in January 2007 to serve WestConn's student body, faculty, staff, alumni, and guests. The Center is home to a full-service dining facility, *The Daily Grind* coffee lounge, multi-purpose meeting and conference rooms, study lounges, student organization offices, and an information desk. For students, the Campus Center Computer Center is located on the ground floor, and the Career Success Center is located on the third floor.

Westside Classroom Building

Completed in 1981, the 96,110-square-foot Westside Classroom Building is WestConn's most uniquely designed facility. With its "spiral" hallway concept, four of its five floors are accessible without using elevators or stairs. The building is home to classrooms, lecture halls, departmental offices, and computer laboratories. The building houses the Ansell School of Business and the Robert S. Young Library. The building also houses student lounges and the Entrepreneurship, Research, and Innovation Center.

Westside Nature Preserve

The Westside Nature Preserve (WNP) is a 33-acre parcel of eastern deciduous woodland/wetland found on the Westside Campus. The primary purpose of the WNP is to set aside a portion of the locally diverse fauna and flora for future generations. Subsidiary purposes are to provide an outdoor laboratory for studies of the environment and to be an educational resource for the university community and the larger community in which the university resides.

Westside Observatory & Planetarium

Sitting atop a hill on the Westside campus, the expanded WestConn Westside Observatory is home to a 20-inch Ritchey-Chretien telescope, among the largest at any institution of higher education in Connecticut. This 2,694-square-foot facility houses a 20-foot planetarium dome, a classroom, and a display case. The Physics, Astronomy, and Meteorology Department hosts public observatory nights and open houses that allow people from WestConn and the local community to view the planets, comets, stars, and other celestial phenomena through the telescopes.

Athletics

Academic Excellence

At WestConn, we place the highest priority on a positive and holistic educational experience, with academic pursuit as the cornerstone of our mission. Teams not only compete for wins in competition, but they also work to achieve success in the classroom. Athletics truly serves as a catalyst to success in the classroom by helping student-athletes develop the necessary skills in time management, leadership, and accountability. WestConn, an NCAA Division III institution, prioritizes academic success and supports student-athletes in achieving their scholarly objectives. Our aim is to have every team earn at least a 3.0 GPA.

In 2023-2024, we are proud that 9 WestConn athletic teams earned at least a 3.0 GPA. Women's Basketball led the way with a 3.39 GPA. With an average cumulative GPA across all sports of 2.91, our Wolves had 10 of our 18 teams above a 3.00 with 94 Academic All LEC/MASCAC honorees this past year. 59 student-athletes earned Chi Alpha Sigma recognition, which necessitates a 3.4 overall GPA or higher for any Junior or Senior.

Athletic Achievement

Success on the playing surface is an integral part of the student-athlete experience, which is why we aspire to have teams finish in the top two within their conference. In the academic year 2023-2024, Football won a MASCAC championship title, and Men's Soccer won the Little East Championship (LEC). Women's Soccer advanced to the LEC Finals, while both Volleyball and Women's Tennis reached the LEC Semifinals. In the winter and spring, both Men's Basketball and Men's Lacrosse played their way into the LEC Finals, while Men's and Women's Lacrosse each captured LEC regular season crowns, and Men's Tennis reached the LEC Semifinal match.

One Team

Every member of the WestConn Athletics Department is part of one big team. No single team, athlete, or staff member is greater than another, and we all work to support our peers. When we function as One Team, we reach new heights and realize our potential. Each member of the WestConn team is an essential part of the success we create and the legacies we leave.

Champions in the Community

Community service and engagement are core tenets of the WestConn Way. As a state university and a proud member of the Greater Danbury community, we strive to give back locally and serve those who support us. Each WestConn team participates in community service activities throughout the year, both on-campus and within Greater Danbury. From participating in a field day with fifth graders to assisting at food pantries and community cleanup, WestConn student-athletes truly are "Champions In The Community".

WestConn Athletics and Team IMPACT

Team IMPACT, celebrating 12 years now, is a national non-profit organization that matches children who have serious illnesses and disabilities with college athletic teams. The children sign on as members of the team, creating lifelong bonds and support. Team IMPACT members participate with their WestConn teams in practices, games, and other team events.

Athletics Building for the Future

WestConn is adding seven new sports to its portfolio. Women's Golf in FY24-25, Men's Ice Hockey in FY25-26, Men's and Women's Indoor and Outdoor Track & Field in FY24-25, and Women's Ice Hockey in FY26-27.



Student Life

WestConn established the Center for Student Involvement (CSI) in 2010 to promote and encourage student life on campus, including clubs and other co-curricular activities. CSI manages over 80 clubs on campus, including the Student Government Association, the Program and Activities Council, and Fraternity and Sorority Life. Through CSI, students can start their own clubs, plan trips and events, and complete the Leadership, Compassion, and Creativity Certificate program. CSI offers an array of diverse ways to get involved on campus and stay engaged with the university outside of classes.

The Center for Student Involvement's Mission Statement fosters an environment that encourages and supports the development of positive social, cultural, intellectual, recreational, and leadership programs and activities for all students and student organizations. This is accomplished by the Center for Student Involvement staff, who:

- Provide opportunities for student enrichment through participation in extracurricular events, programs, and trips.
- Assist in the formation and recognition of new student organizations.
- Provide support for the successful integration of student-sponsored events with collaborating departments.
- Assist and advise student organizations in the planning, organization, and supervision of their club functions; setting goals and objectives; and practicing sound budgetary procedures.
- Assist clubs with the operation of their organization in accordance with the rules and regulations established by various university organizations, including the Student Government Association, the Cashier's Office, and the Center for Student Involvement.
- Provide leadership development programs to enhance the effectiveness of student leaders.
- Facilitate communication among student organizations, the Student Government Association, and the other areas at the university.

Student life is a collective effort at WestConn. Students who share a common bond may want to form a student organization. The Student Government Association has the responsibility to provide financial assistance to the group if it meets the SGA's club and budgetary criteria. The Center for Student Involvement helps with event organization and execution, leadership development, and group dynamics to meet the organization's needs.

<https://www.wcsu.edu/studenthandbook/two-campuses-one-spirit/>



Community Service

Students who participate in Community Service at WestConn will have the opportunity to become active members and create a positive outcome for the community. They will learn specific life skills and have the opportunity to help those in need. Many students volunteer on their own, but many also get involved through their athletic teams, student organizations, fraternities and sororities, and other organizations. Regardless of their major or interests, there are many opportunities to get involved. Volunteer opportunities can last anywhere from a few hours over the course of a day or weekend for special events to major commitments of time and energy.

One of WestConn's biggest campus events is our annual Day of Service, where we cancel classes and pause meetings to send students, faculty, and staff members out together to the Greater Danbury Area to volunteer at a variety of organizations. This year, we had 989 volunteers, and we hope to continue to grow the efforts year after year.





Danbury, Connecticut

Perched on Connecticut's western border, Danbury enjoys two geographical assets: size and location. The city has an area of 44 square miles, more than twice the size of Hartford, New Haven, or Bridgeport. In addition to size, its proximity to New York is a strategic asset. Danbury is located in northern Fairfield County, with access to the Gold Coast, southern Fairfield County, and New York's Westchester and Putnam counties. With comparatively affordable housing, Danbury draws residents from these more expensive regions.

The city's economy is remarkably diverse, with small and medium-sized manufacturing firms making such products as ball bearings, fuel cells, pharmaceuticals, and aerospace parts, to name a few. There are job opportunities in health care, construction, and higher education. Thousands of residents commute to jobs in Norwalk, Stamford, Westchester County, and New York City. Danbury is one of the handful of municipalities in the state to see its student population grow, with an 8.9 percent increase over the 2012 to 2022 time period and continuing growth since. Its high school is the largest in the state.

One of Connecticut's most ethnically diverse cities, Danbury welcomes residents from Ecuador, Portugal, Brazil, Lebanon, Poland, Peru, India, Vietnam, Cambodia, Mexico, and other countries and recognizes many different languages spoken in its schools. Observing the abundance of ethnic restaurants and other immigrant-owned businesses in downtown Danbury serves as a reminder that immigrants, ranging from the Irish, Germans, and Italians who arrived in the 19th century to construct railroads and manufacture hats, to the significant influx of Central and South American immigrants in the past two decades, have significantly contributed to the city's growth.

Those interested in the arts can enjoy Broadway performances at the many theaters, outdoor music festivals, and local concerts. The downtown shopping area offers unique restaurants, day spas, and boutique stores. To escape from city life, Danbury has over a dozen parks and hiking trails, as well as Candlewood Lake for water recreation. Westchester County NY Airport is 35 miles (40-minute drive), Bradley International Airport is 72 miles (1-hour 10-minute drive), NY LaGuardia Airport is 63 miles (1-hour 15-minute drive), and NY JFK International Airport is 68 miles (1-hour 25-minute drive).

More information about the Danbury, CT, area can be found at the following websites:

- <https://www.danburychamber.com/more-danbury/>
- <https://www.danbury-ct.gov/>
- <https://www.ctvisit.com/listings/city-danbury>
- <https://connecticuthistory.org/towns-page/danbury/>

Connecticut State Colleges & Universities

CSCU is the state's public higher education system of community colleges, regional universities, and the state's on-line college. Benefiting students, as well as Connecticut and its citizens, CSCU:

- Offers expansive access to affordable high-quality undergraduate and graduate full-time and part-time educational opportunities.
- Instills a culture of innovation and entrepreneurship.
- Promotes economic growth and workforce development.
- Provides vital services to communities and individuals.

Mission

Connecticut State Colleges & Universities contribute to the creation of knowledge and the economic growth of the state of Connecticut by providing affordable, innovative, and rigorous programs. CSCU learning environments transform students and facilitate the opportunities for an ever-increasing number of individuals to achieve their personal and career goals.

Vision

Connecticut State Colleges & Universities will build on its long and successful history of access, diversity, and excellence by working collectively - within and across institutions - and by engaging external partners to increase the number of students pursuing and completing personally and professionally rewarding certificate and degree programs, improving their social mobility, and helping the state to meet its current and future workforce demands.

Board of Regents

A 22-member Board of Regents for Higher Education governs CSCU. Among many responsibilities, the board adopts an operating budget for the CSCU system; sets statewide tuition and student fee policies; establishes financial aid policies; reviews, licenses, and accredits academic programs; adopts policies addressing human resources operations; and, in collaboration with institutional constituents, conducts searches for and selects senior leaders. In addition to governance responsibilities, the board also holds broad responsibilities for the collaborative development and coordination of statewide higher education policy.

CSCU Chancellor Terrence Cheng

Terrence Cheng was appointed Chancellor of the Connecticut State Colleges and Universities system in 2021. Prior to this, he served as campus director of the University of Connecticut Stamford campus from 2016 to 2021, where he also served as a faculty member in the English department.

He has also held several academic and administrative leadership and faculty roles which include associate provost/assistant vice president, academic programs at Brooklyn College, and associate dean, School of Arts and Humanities, and chair, Department of English at Lehman College. Both institutions are part of the City University of New York.

Chancellor Cheng, a first-generation student, earned a bachelor's degree in English from Binghamton University and an MFA in fiction from the University of Miami, where he was a James Michener Fellow. He is the author of two novels: *Sons of Heaven* (2002), and *Deep in the Mountains* (2007), as well as numerous published short stories and essays. In 2005, he received a Literature Fellowship from the National Endowment for the Arts.





Procedure for Candidacy

WittKieffer is assisting Connecticut State Colleges & Universities with this search and invites applications, nominations, and inquiries for the position.

Applicants should submit the following as separate documents:

- A CV or resume
- A letter of interest that addresses the themes outlined in this profile

For fullest consideration, please submit materials by January 13, 2025, via WittKieffer's [candidate portal](#).

Please direct nominations and inquiries to WittKieffer consultants Lucy Leske and Luis Bertot at WCSUPresident@wittkieffer.com.

CSCU does not discriminate on the basis of race, color, religious creed, age, gender, gender identity or expression, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, veteran status, sexual orientation, genetic information, or criminal record.

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