

Southern Connecticut State University
FACULTY SENATE

UNAPPROVED MINUTES OF MAY 20, 2020

<https://inside.southernct.edu/faculty-senate/meetings>

A **Special Meeting** of the Faculty Senate AY 2019-2020 was held on May 20, 2020, at 12:10 p.m. via WebEx.

Attendance

Dave Allen <i>Accounting</i> 11/15	Matthew Ouimet <i>Counseling</i> 15/15	Sandip Dutta <i>Finance</i> 9/15	Robert Forbus <i>Marketing</i> 11/15	David Pettigrew <i>Philosophy</i> 12/15	Angela Lopez-Velasquez <i>Special Education</i> 13/15
William Farley <i>Anthropology</i> 11/15	Natalie Starling <i>Counseling & School Psychology</i> 15/15	Peter Latchman <i>Health & Movement Sciences</i> 13/15	Joe Fields* <i>Mathematics</i> 13/15	Binlin Wu <i>Physics</i> 10/15	Douglas Macur* <i>Theatre</i> 10/15
Jeff Slomba <i>Art</i> 14/15	Beena Achhpal <i>Curriculum & Learning</i> 11/15	Robert Gregory <i>Health & Movement Sciences</i> 14/15	Klay Kruczek <i>Mathematics</i> 15/15	Jon Wharton <i>Political Science</i> 13/15	Luke Eilderts <i>World Languages & Literatures</i> 15/15
Kevin Siedlecki <i>Athletics</i> 14/14	Maria Diamantis <i>Curriculum & Learning</i> 14/15	Tom Radice <i>History</i> 15/15	Jonathan Irving* <i>Music</i> 0/15	Michael Nizhnikov <i>Psychology</i> 11/15	
Sarah Crawford <i>Biology</i> 12/15	Dushmantha Jayawickreme <i>Earth Science</i> 15/15	Darcy Kern <i>History</i> 10/15	Frances Penny <i>Nursing</i> 14/15	Kate Marsland <i>Psychology</i> 14/15	Deborah Weiss <i>Faculty Senate President</i> 15/15
Mina Park <i>Business Information Systems</i> 12/15	Sanja Grubacic <i>Economics</i> 12/15	Yan Liu <i>Information & Library Science</i> 9/15	Joanne Roy* <i>Nursing</i> 5/7	William Faraclas <i>Public Health</i> 14/15	Cindy Simoneau <i>Undergraduate Curriculum Forum</i> 14/15
Jeff Webb <i>Chemistry</i> 15/15	Peter Madonia <i>Educational Leadership</i> 8/15	Jerry Dunklee <i>Journalism</i> 15/15	Obiageli Okwuka <i>Part-time Faculty</i> 13/15	Michael Dodge <i>Recreation, Tourism & Sport Management</i> 13/15	Cynthia O'Sullivan <i>Graduate Council</i> 10/15
Barbara Cook <i>Communication Disorders</i> 15/15	Mike Shea <i>English</i> 14/15	Parker Fruehan <i>Library Services</i> 15/15	VACANT <i>Part-time Faculty</i>	Paul Levatino <i>Social Work</i> 13/15	Aidan Coleman <i>Student Government Association</i> 12/15
Derek Taylor <i>Communication, Media & Screen Studies</i> 14/15	Paul Petric* <i>English</i> 14/15	Jacqueline Toce <i>Library Services</i> 15/15	Mary Ellen Minichiello <i>Part-time Faculty</i> 10/15	Stephen Monroe Tomczak <i>Social Work</i> 15/15	Dr. Joe Bertolino <i>SCSU President</i>
Mohammad T. Islam* <i>Computer Science</i> 7/15	Matthew Miller <i>Environment, Geography & Marine Studies</i> 15/15	Carol Stewart <i>Management, International Business & Public Utilities</i> 11/15	Walter Stutzmann <i>Part-time Faculty</i> 14/15	Cassi Meyerhoffer* <i>Sociology</i> 2/7	
Guests: R. Prezant (Provost) S. Bulmer (Dean, HHS)	I. Crawford (AA) E. Durnin (Dean, BUS) S. Hegedus (Dean, EDU)	B. Kalk (Dean A&S) M. Kingan (VP IA) D. Reiman (IT)	H. Marx (EDU) T. Tyree (VP SA) C. Hlavac (A&S)	T. Broliar (IT) C. Perugini (IT)	B. Zamfir (Ed/Assistive Tech) A. Mojica (IT)

An asterisk denotes an absence. Overall attendance recorded below each member.

Faculty Senate President D. Weiss called the **Special Meeting** to order at 12:11 p.m.

- I. Minutes of the previous meeting held on May 6, 2020 were accepted as distributed.
<https://inside.southernct.edu/faculty-senate/meetings>
- II. Unfinished Business: **Resolution for Reassigned Time for Research**
 - A. W. Faraclas **moved to divide the question** into two parts as follows:
 - i. Ten principles:

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence; and

Whereas, Academic excellence relies on faculty engagement in teaching (or other primary load activity), creative activity, service, and professional attendance and participation; and

Whereas, Faculty engagement in each area relies on multiple resources, of which a primary resource is faculty availability (e.g., time); and

Whereas, The Faculty Senate is the official governing body for shared governance; and

Whereas, The Provost has asked to work with the Faculty Senate to develop a process to distribute research reassigned time provided by the CBA and the Administration; and

Whereas, The Faculty Senate acknowledges important and constructive roles for the Provost, Deans, and the faculty in the awarding of research reassigned time and its transparent and equitable distribution to promote and support creative activity at Southern Connecticut State University; and

Whereas, Through the process of shared governance the Faculty Senate worked collaboratively with multiple entities across the university to gather input and information from the Provost, the Office of Sponsored Programs and Research, faculty representatives across the university, and SCSU-AAUP; and

Whereas, The allocation of credit hours for faculty reassigned time for research is an established practice at the university; and

Whereas, The Faculty Senate recognizes that, to further academic excellence in one or more academic discipline(s), policies for the distribution of “reassigned time for research” as mentioned in Article 10.6.4 of the Collective Bargaining Agreement (CBA) will be helpful to the University, Colleges, Schools, Departments, and Programs; now, therefore, be it

Resolved, That, effective beginning in the Fall semester of 2020, the Faculty Senate establishes the following ten principles, that:

Policies for distribution of reassigned time for research, when developed, shall:

1. maintain transparency at every stage of the process;
2. align with the University mission and strategic plan;
3. require proposals have a clear purpose and rationale (e.g., supporting the furthering of academic excellence in the applicable discipline(s));
4. ensure consideration is given to the potential for positive impact on student learning, enrollment, retention, or student support/advisement;
5. have an administrative sustainability commitment for the specified time period of the award, including an assessment of available and additional resources (e.g., supports within and outside the existing infrastructure, financial/revenue support, technology support, materials/space, personnel resources for duties/activities no longer accounted for, as appropriate);
6. not diminish resources in other areas of contractual faculty activity, teaching, service, and professional attendance and participation, as well as faculty reassigned time for curriculum development, committee work, program coordination, faculty-administrative positions, etc.;
7. ensure equitable distribution of and access to research reassigned time;
8. ensure accountability under the award of research reassigned time, and provide progress monitoring plan(s) and contingency plan(s) to discontinue the reassigned time, including steps for returning to the default instructional load credit allocation as outlined in Article 10.2 of the Collective Bargaining Agreement;
9. include formal assurances that maintain equitable status of all faculty members by guarding against instituting a real or perceived two-tiered faculty body;
10. outline expectations related to faculty evaluation for Renewal, Promotion, Tenure, and Professional Assessment, as outlined in the Collective Bargaining Agreement as these expectations pertain to this reassigned time; and

ii. Policies:

Be it further *Resolved*, effective beginning in the Fall semester of 2020, The Faculty Senate establishes the following policies for the distribution of “reassigned time for research” as mentioned in Article 10.6.4 of the CBA:

1. For purposes of this matter, as the University system is multifaceted in its approach to education within all the diverse disciplines,

- a. the term “research” as indicated in 10.6.4 of the CBA shall be interpreted to include all expressions of creative activities in all the diverse disciplines of the university as indicated in Article 4.11.9.2 of the CBA; and

2. To maintain transparency at every stage of the process (principle 1) and to ensure equitable distribution of and access to research reassigned time (principle 7), and to include formal assurances that maintain equitable status of all faculty members by guarding against instituting a real or perceived two-tiered faculty body (principle 9),

- a. the term “advisory system established by the Chief Academic Officer” as indicated in 10.6.4 of the CBA shall be School/College committee(s) comprised of faculty and formed by faculty election; committee(s) shall have equitable and diverse representation from across the range of disciplines and departments within each

School/College; a Dean/Director may appoint faculty to fill seat(s) that remain vacant after the Faculty Senate elections process is complete,

- b. credit hours above and beyond the contractual amount as indicated in 10.6.4 of the CBA being awarded for research reassigned time shall not be redirected for other purposes,
- c. efforts shall be made to increase this pool of credits in the future dependent on available resources,
- d. at the beginning of each academic year, the Provost shall report in writing to the Faculty Senate the number of credits available for research reassigned time for the next year to be awarded through the application process,

e. the opportunity to apply for reassigned time shall be made public through the SCSU Faculty Senate website and all-faculty email announcements,

- f. all awarded reassigned credit shall be announced publicly via the SCSU Faculty Senate website and annually as a list of awardees,
- g. each award shall be for a continuous period of time and have a specified duration of no more than three consecutive years; awards can have specified durations of less than three consecutive years (e.g., 1-year, 2-year),
- h. award recipients shall be limited to no more than three consecutive years of research reassigned time, i.e., award recipients are not eligible for consecutive awards totaling more than three years,
- i. a Dean/Director who denies research reassigned time after a faculty member's submission of a complete proposal and is recommended by the applicable School/College committee shall provide the faculty member and the committee with a written explanation; and

3. For the following principles:

- a. To align with the University mission and strategic plan (principle 2),
- b. To identify a clear purpose with supporting rationale (principle 3),
- c. To ensure consideration is given to the potential for positive impact on student learning, enrollment, retention, or student support/advisement (principle 4), and
- d. To support accountability under the award of research reassigned time (principle 8),

- i. the criterion for eligibility shall be full-time faculty who are tenured or on tenure-track,
- ii. criteria for ineligibility for reassigned time shall be anticipated possession of other awarded reassigned time for research, or anticipated grant-funded reassigned time during the award period for which the faculty member is applying, and
- iii. faculty members seeking reassigned time for research shall apply to the

School/College committee by submitting a written proposal, which includes a narrative that:

- 1. aligns with at least one item from the university mission and/or strategic plan;

2. describes how the furthering of academic excellence in the applicable discipline(s) will be achieved;
3. outlines an identifiable need in the applicable discipline(s) with a clear rationale;
4. describes, under the guidance of the home Department, how the expected outcome (e.g., product) of the activities under the reassigned time will be defined, measured, and be potentially impactful to the specific discipline;
5. describes how the activity might have a positive impact on student learning, enrollment, retention, or student support/advisement, and, if applicable, the potential for student participation; and

4. For the following principles:

- a. To demonstrate an administrative sustainability commitment for the specified time period of the award, (principle 5), and
- b. To include formal assurances that maintain equitable status of all faculty members by guarding against instituting a real or perceived two-tiered faculty body (principle 9), and

- c. To not diminish resources in other areas of contractual faculty activity, teaching, service, and professional attendance and participation, as well as faculty reassigned time for curriculum development, committee work, program coordination, faculty-administrative positions, etc. (principle 6), and

- d. To support accountability under the award of research reassigned time, and to include a progress monitoring plan and contingency plan(s) to discontinue the reassigned time, including steps for returning to the default instructional load credit allocation as outlined in Article 10.2 of the Collective Bargaining Agreement (principle 8),

- i. opportunities for reassigned time for which faculty members can apply shall include written announcements from the Provost and/or appropriate Dean/Director that outlines:

1. a definitive statement that all faculty members can choose participation or non-participation (e.g., faculty choice) without prejudice regarding tenure and promotion decisions,
2. confirmation that resources will be made available to support the operations of departments whose members receive research reassigned time (such as needed personnel; funds to pay needed personnel; materials; space),
3. how resources will be distributed, class-caps will be maintained, and all other contractual areas of activity for the university faculty as a whole will be protected (i.e., teaching, service, and professional attendance and participation),
4. a progress monitoring plan with clear dates and timing (e.g., halfway) and expectations for the product at each progress check, and

5. expectations for award recipients to report progress to the applicable School/College committee as measured by the criteria outlined in the applicant’s proposal, and

5. To clearly outline expectations related to faculty evaluation for Renewal, Promotion, Tenure, Professional Assessment, as outlined in the Collective Bargaining Agreement (principle 10),

- a. faculty members shall not be penalized in the evaluation process for not receiving reassigned time for research nor compared to faculty members receiving reassigned time for research,
- b. faculty members shall be allowed to describe activity related to reassigned time for research under the category of Load Credit, and faculty members shall be allowed to describe outcomes related to reassigned time for research under the category of Creative Activity.

iii. Motion Seconded.

1. Vote Tally

a. Yes..... 27

b. No 10

2. Motion to **separate the question passed.**

B. M. Shea presented minor revisions to the resolution, which had been distributed to Senators.

C. J. Dunklee **moved to adopt amendments** as proposed in the revised document (text above reflects changes).

i. Motion Seconded.

1. Vote Tally

a. Yes..... 33

b. No 6

2. Motion **to adopt amendments** as proposed **passed.**

D. M. Shea **moved to amend** principle 6 as follows: “not diminish resources in other areas of contractual faculty activity (teaching, service, and professional attendance and participation), or other faculty reassigned time (e.g., curriculum development, committee work, program coordination, faculty-administrative positions).”

i. Hearing no objections, **motion passed by unanimous consent.**

E. D. Pettigrew **moved to amend** principle 7 as follows: “Proposed amendment: “ensure consistent review, equitable access to, and fair review of research reassigned time.”

i. Hearing no objections, **motion passed by unanimous consent.**

F. J. Webb **moved to strike “and fair distribution of”** from principle 7. Motion did not receive a second.

i. K. Marsland moved to amend principle 7 as follows: “and a fair process of research reassigned time distribution.”

ii. Motion seconded.

1. Z. Tomczak **moved** to amend the amendment as follows: “and a fair process of distribution of research reassigned time.”

a. Hearing no objection, motion passed with unanimous consent.

2. Hearing no objection, motion passed with unanimous consent.
Principle 7 now reads: “ensure consistent review of, equitable access to, and a fair process for distribution of research reassigned time.”
- G. M. Shea **moved to amend** principle 10 to read as “ensure that faculty members be evaluated equitably based upon the CBA guidelines whether or not they apply for or receive reassigned time for research.” Motion **seconded**.
 - i. Hearing no objection, motion **passed** with unanimous consent.
- H. K. Marsland **moved to amend** principle 4 to read as “ensure consideration is given to the potential for positive impact on student learning by contributing to a culture of intellectual curiosity.” Motion **seconded**.
 - i. Hearing no objection, motion passed with unanimous consent.
- I. D. Pettigrew **moved to strike** principle 9 in its entirety.
 - i. Motion seconded.
 - ii. R. Forbus **moved to call the previous question**. Seconded.
 1. Hearing no objection, motion to **call the previous question** passed with unanimous consent.
 - a. Vote tally
 - i. Yes..... 29
 - ii. No 12
 - b. Motion to **strike** principle 10 **passed**.
- J. P. Fruehan moved to **commit resolution** to the Personnel Policy committee.
 - i. Motion seconded.
 - ii. R. Forbus **moved to adjourn**. Seconded
 1. Vote tally
 - a. Yes..... 20
 - b. No 16
 2. Motion to **adjourn passed**.

III. Adjournment

- A. Meeting adjourned at 2:06 p.m.

L. Eilderts
Secretary