

Southern Connecticut State University

FACULTY SENATE

October 28, 2020 | 12:10 p.m. | WebEx

To join the meeting, please click [here](#) to be connected via WebEx.

Alternatively, copy and paste this link:

<https://southernct.webex.com/southernct/j.php?MTID=mb5b9c5215592e52ec6a2f6789c166c35>

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- I. Announcements Relevant to the Faculty Senate
- II. Approval of Minutes of Previous Meeting held on October 14, 2020
- III. Faculty Senate President's Report
- IV. Reports of Faculty Senate Standing Committees
 - a. Academic Policy
 - b. Elections
 - c. Finance
 - d. Personnel Policy
 - e. Rules
 - f. Student Policy
 - g. Technology
- V. Reports of Faculty Senate Special Committees
 - a. UCF
 - b. Graduate Council
 - c. Academic Affairs Updates
- VI. Unfinished Business
 - a. Proposed Resolution on Search for Next CSU President
- VII. New Business
 - a. Resolution Regarding Board of Regents' Resolution for Revised FY 2021 Spending Plan
 - b. Resolution Regarding Faculty Choice in Administering Student Opinion Surveys in The Fall 2020 And Spring 2021 Semesters
 - c. Resolution Undergraduate Pass/Fail Option for Fall 2020
 - d. Resolution Graduate Student Pass/Fail Option for Fall 2020
 - e. Resolution Undergraduate Pass/Fail Option for Spring 2021
 - f. Resolution Graduate Student Pass/Fail Option for Spring 2021
 - g. Resolution Course Withdrawals and Incompletes for Fall 2020
 - h. Resolution Course Withdrawals and Incompletes for Spring 2021

VIII. Guest Speakers

Fall 2020 meetings: September 2, September 16, September 30, October 14, October 28, November 11, December 2.

Spring 2021 meetings: January 27, February 10, February 24, March 10, March 31, April 14, April 28, May 5.

Southern Connecticut State University

FACULTY SENATE

UNAPPROVED MINUTES OF OCTOBER 14, 2020

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

The Second Meeting of the Faculty Senate AY 2020-2021 was held on October 14, 2020, at 12:10 p.m. via WebEx.

Attendance

Dave Allen <i>Accounting</i> 4/4	Matthew Ouimet <i>Counseling</i> 4/4	Sandip Dutta* <i>Finance</i> 3/4	Atul Kulkarni <i>Marketing</i> 4/4	Rex Gilliland <i>Philosophy</i> 4/4	Angela Lopez-Velasquez <i>Special Education</i> 4/4
William Farley <i>Anthropology</i> 4/4	Natalie Starling <i>Counseling & School Psychology</i> 4/4	Lawrence Brancazio <i>Health & Movement Sciences</i> 4/4	Joe Fields <i>Mathematics</i> 4/4	Binlin Wu <i>Physics</i> 4/4	Douglas Macur <i>Theatre</i> 4/4
Jeff Slomba <i>Art</i> 4/4	Beena Achhpal <i>Curriculum & Learning</i> 4/4	Robert Gregory <i>Health & Movement Sciences</i> 4/4	Klay Kruczek <i>Mathematics</i> 4/4	Jon Wharton <i>Political Science</i> 4/4	Luke Eilderts <i>World Languages & Literatures</i> 4/4
Kevin Siedlecki <i>Athletics</i> 4/4	Maria Diamantis <i>Curriculum & Learning</i> 4/4	Troy Paddock <i>History</i> 4/4	Jonathan Irving <i>Music</i> 4/4	Michael Nizhnikov <i>Psychology</i> 2/4	
Sean Grace <i>Biology</i> 4/4	Dushmantha Jayawickreme <i>Earth Science</i> 4/4	Darcy Kern <i>History</i> 4/4	Frances Penny* <i>Nursing</i> 0/4	Kate Marsland <i>Psychology</i> 4/4	Deborah Weiss <i>Faculty Senate President</i> 4/4
Mina Park <i>Business Information Systems</i> 4/4	Sanja Grubacic <i>Economics</i> 4/4	Yan Liu <i>Information & Library Science</i> 4/4	Kelly Martinez <i>Nursing</i> 4/4	William Faraclas <i>Public Health</i> 4/4	Cindy Simoneau <i>Undergraduate Curriculum Forum</i> 4/4
Jeff Webb <i>Chemistry</i> 4/4	Peter Madonia <i>Educational Leadership</i> 4/4	Cindy Simoneau <i>Journalism</i> 4/4	Obiageli Okwuka <i>Part-time Faculty</i> 4/4	Michael Dodge <i>Recreation, Tourism & Sport Management</i> 4/4	Meredith Sinclair <i>Undergraduate Curriculum Forum</i> 4/4
Barbara Cook <i>Communication Disorders</i> 4/4	Mike Shea <i>English</i> 4/4	Patrick Crowley <i>Library Services</i> 4/4	Mary Ellen Minichiello <i>Part-time Faculty</i> 3/4	Sebastian Perumbilly <i>Social Work</i> 4/4	Cynthia O'Sullivan <i>Graduate Council</i> 4/4
Derek Taylor <i>Communication, Media & Screen Studies</i> 4/4	Paul Petrie <i>English</i> 4/4	Jacqueline Toce <i>Library Services</i> 4/4	VACANT <i>Part-time Faculty</i>	Stephen Monroe Tomczak <i>Social Work</i> 4/4	Aidan Coleman <i>Student Government Association</i> 4/4
Alaa Sheta <i>Computer Science</i> 4/4	Matthew Miller <i>Environment, Geography & Marine Studies</i> 4/4	Carol Stewart <i>Management, International Business & Public Utilities</i> 4/4	VACANT <i>Part-time Faculty</i>	Adam Pittman <i>Sociology</i> 3/3	Dr. Joe Bertolino <i>SCSU President</i> 4/4
<u>Guests:</u> R. Prezant (Provost) J. Edstrom (EM)	T. Milburn (AA) C. Hlavac (A&S) T. Bennett (A&S)	J. H. Kim (MIB & PU) T. Tyree (VP SA) T. Brolliar (IT) B. Zamfir (Ed/Assistive Tech)			

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

Faculty Senate President D. Weiss called the 4th meeting of the Faculty Senate to order at 12:10 p.m.

- I. Announcements
 - A. M. Diamantis: Emergency SCSU-AAUP Chapter Meeting to be held Monday October 19 at 1 p.m.
- II. Minutes of the previous meeting held on September 30, 2020 were accepted as corrected.
<https://inside.southernct.edu/faculty-senate/meetings>
- III. President's Report
<https://inside.southernct.edu/faculty-senate/meetings>
 - A. Senators discussed the revisions to the admissions process and the decision to remove the SAT/ACT requirement.
 - B. Senators discussed the announcements/discussion that took place at the BOR Finance Committee (video available on YouTube).
 - i. President Bertolino shared that anything Southern can do to be engaged and advocate from a position of strength would be very helpful and important.
 - ii. Senators were encouraged to engage with their legislators.
 - C. CSCU President Search
 - i. M. Diamantis **moved to support the candidacy of B. Johnson (ENG)** to the advisory committee for the CSCU President Search.
 - 1. **Seconded.**
 - 2. **Approved unanimously.**
- IV. Unfinished Business
 - A. Pass/Fail
 - i. Senators discussed Pass/Fail issues and concerns.
 - ii. K. Marsland provided context concerning the process and the principles.
 - 1. Process: A. Carroll (Registrar) requests that, if possible, a process be approved now so that should the university move to a more flexible P/F option for students, her office would be able to create the process now, thereby minimizing the amount of work that would need to take place in a very short amount of time.
 - 2. Principles: Currently students have no recourse since the P/F policy enacted in the Spring of 2020 has lapsed and we have returned to the previous one. However, we have heard that many students are struggling and in distress. Possible revisions include:
 - a. Creating a process whereby students could petition to change their grade to P/F;
 - b. Extending the deadline to apply for P/F (for example: before end of semester; at end of semester; after end of semester and grades are posted).
 - iii. K. Marsland and D. Weiss reminded senators that voting in favor of a more flexible P/F option would not prevent department from having more restrictive P/F guidelines (for example, departments would indicate which courses could not be taken for P/F).
 - iv. Senators were asked to go back to their departments and reflect on the issue. They were also encouraged to think not only about their own students, but

students in general. The Student Policy Committee will pull all the threads together.

V. Adjournment

A. Meeting adjourned at 2:00 p.m.

L. Eilderts
Secretary

DOCUMENTS TO ACCOMPANY MINUTES (OCTOBER 14, 2020 MEETING)

Minutes of the Standing Committees

Academic Policy Committee (APC)

Elections Committee (EC)

Faculty Senate Elections Committee
Wednesday, Oct. 21, 2020

Attendance: Cindy Simoneau, chairperson; Klay Kruzcek, Frances Penny, Jonathan Wharton, Darcy Kern.

1. Completion of fall university wide elections.
Elections Committee reviewed results and discussed descriptions and requirements of committees. University-wide committee chairpersons are being asked to contact Elections about any suggestions for changes.
Discussion concerning role of alternate members on committees.
2. Discussion about documenting decisions on eligibility requirements for elections.
3. At the request of Faculty Senate President Deb Weiss the committee began discussions on proposal from Corrine Blackmer (ENG/JST/WGS) about a possible resolution concerning academic freedom and free speech.

Submitted,
Cindy Simoneau
Chairperson

Finance Committee (FC)

Personnel Policy Committee (PPC)

FACULTY SENATE PERSONNEL POLICY COMMITTEE

Minutes

October 21, 2020

Teams Meeting

Members: Toce, Jacqueline; Slomba, Jeffrey; Lopez-Velasquez, Angela (absent); Tomczak, Stephen; Shea, Michael; Kelly Martinez (absent); Pittman, Adam; Starling, Natalie (chair)

12:10

Approval of Minutes: PPC approved minutes from 10/7/2020.

ANNOUNCEMENTS/NEW BUSINESS:

The PPC continued reviewing and making edits to the P&T Procedures document

SCSU Faculty Senate Rules Committee Meeting Minutes

Date: Wednesday, October 21, 2020

Time: 1:00 PM

Attendees: Barb Cook, Maria Diamantis, Robert Gregory (chair), Matt Miller, Troy Paddock, & Jeff Webb

Topic/Charge for the Meeting: Examine various promotion and tenure items submitted to the Faculty Senate for consideration during the Fall 2019 and Spring 2020 semesters.

Agenda items:

1. University versus School/College Promotion & Tenure Committees
 - This issue was raised during the Spring 2020 semester by a faculty member who felt disadvantaged by the makeup the University Promotion & Tenure Committee. This committee is generally weighted towards members from Arts & Sciences/Education.
 - The chair of the University Promotion & Tenure Committee (M.D.) is of the opinion that Section 4.11.1 Evaluation Procedure of the CBA (“There shall be only one (1) evaluation procedure leading to recommendations regarding promotion, tenure and renewal of full-time members as follows: . . .”), while other members of the Rules Committee disagree with this interpretation.
 - One challenge is to make the promotion and tenure process uniform across the schools/colleges.
 - Another challenge is faculty serving in multiple schools/colleges.
 - Do school/college promotion and tenure committees really solve a problem?
 - Instead of issues with one university promotion and tenure committee, there will be issues for four school/college promotion and tenure committees; there will be the same issues, just on a different level.
 - “No process will be perfect.”
 - It is recommended that the concept of departmental promotion and tenure guidelines be revisited; this will assist members of the University Promotion & Tenure Committee evaluate candidates in a discipline with which they are not familiar.

- While the majority of the Rules Committee are in favor of a University Promotion & Tenure Committee, one member does not favor one option over the other and that further discussion is required.

Meeting adjourned at 2:05 PM.

Minutes prepared and respectfully submitted by Robert Gregory, SCSU Faculty Senate Rules Committee Chair

Student Policy Committee (SPC)

Student Policy Committee

October 21, 2020

Minutes

Present: B. Achhpal, A. Coleman, W. Farley, M. Dodge, K. Marsland, Matt Ouimet

1. Meeting via Webex called to order at 12:15
 - SPC Chair Kate Marsland welcomed members, and introduced William (Bill) Farley (Anthropology) as a new member of the committee
 - Bill Farley volunteered to act as secretary for this meeting. Upon the suggestion of Dr. Achhpal, we agreed to take turns alphabetically acting in this role for future meetings.
2. Item: Academic Misconduct Policy Revision Update
 - We received new feedback from EC members and Jules Tetreault, Chris Piscitelli, the UASC and a new request from OIR regarding inclusion of language to address misconduct related to research practices
 - We decided to endorse the formation of an ad-hoc work group to address these new issues. This committee should be formed of representatives from the EC with Dr. Marsland representing the SPC. The revised policy would then be brought to the SPC for review before submitting to the Senate for approval. The goal remains to pass a revised policy this year that can be included in next year's catalog.
3. Item: Attendance Policy
 - SPC debated whether to approve the suggested changes from the chair to the reporting timeline for the attendance policy. We decided to wait to make any decisions on this matter until we could collect more information. We plan to invite someone from the registrar's office to come to a future meeting to discuss whether and how the attendance deadline can be moved. Issues to discuss include reporting requirements from the federal government, issues with student financial aid, and the alignment of these deadlines with the add/drop deadlines.
4. Item: Academic Standards for Post-Bac Students
 - SPC debated whether to approve suggested changes from the chair. We voted to endorse the proposed changes, which include eliminating current language that carries the GPA forward for students from their bachelor's degree into their Post-Bac degree work. Dr. Marsland will draft a resolution to this effect for the Faculty Senate's consideration.
5. Item: Academic Dismissal
 - The SPC debated whether the current language limiting the opportunity to request reconsideration of an academic dismissal to one should be changed. We did not feel we had enough information to endorse the suggested new language.

We intend to discuss this issue with the Academic Standing Committee and to ask the ASC to work with Harry Twyman to suggest revisions for our approval. Specifically, we want to know if there was a reason for this (or any) limitation and if such limitation(s) is/are still relevant.

6. Item: Pandemic P/F Policy

- After much deliberation, the SPC endorsed a plan to largely extend the altered P/F policy adopted for the Spring 2020 semester to both the Fall 2020 and Spring 2021 semesters, barring an unexpected improvement in the pandemic in the spring. We will draft a resolution for the senate to accomplish the following:
 1. Extend the deadline for Fall 2020 P/F applications to 12/18/20.
 2. Offer an appeal process for students who miss the 12/18/20 deadline with a deadline of 12/23/20.
 3. Lift the course restrictions for P/F for LEP courses, and for Major and Minor courses when opted-in by departments in line with Spring 2020 policy
 4. Lift the cap on number of Ps in a semester and for the completion of a degree in line with Spring 2020 policy
 5. Work with Registrar to automate and streamline the process used to apply for P/F or for a P/F appeal. This automated process would eliminate cumbersome PDF forms used in Spring 2020, as well make it clear to students which courses are eligible for P/F and which are not.
 6. Retain the advisor/chair permission as a part of the automated process
 7. Extend this policy to the Spring 2021 semester (with appropriate deadlines to be determined) unless the university resumes normal operations or the Senate chooses to take further action
 8. The committee agreed to continue deliberations and finalize a recommendation via TEAMS

7. Item: Pandemic W Policy

- After deliberation, SPC also endorsed a plan to extend the deadline for course withdrawals for Fall 2020 to 12/18/20, so that this deadline coincides with the P/F policy
- We also endorsed a plan to follow the same Incomplete to Withdrawal plan as adopted for the Spring 2020 semester
- The committee agreed to continue deliberations and finalize a recommendation via TEAMS

8. New Business

- S/F Designations
- Permanent revisions to the P/F policy
- Exigent P/F/W policies
- Improving communication of policies to students

9. The meeting was adjourned at 1:56

Respectfully submitted by W. Farley

Technology Committee (TC)

Faculty Senate Technology Committee

Minutes of meeting 10/21/2020

The committee convened at 12:15 via Microsoft Teams.

The committee, having received direction from the Senate President to consider the matter, developed a resolution regarding Student Opinion Surveys for Fall 2020 and Spring 2021 courses.

Respectfully,

J. E. Fields

Special Committees

Undergraduate Curriculum Forum (UCF)

Undergraduate Curriculum Forum Thursday, Oct. 22, 2020

1. Guest speaker: Provost Robert Prezant discussed a variety of topics including COVID, budgetary concerns for the future, Board of Regents' statements about programs, advancing curriculum initiatives including 2+2 programs.
2. UCF approved the motion from StAR to approve the World Languages and Literatures' assessment Self-Study.
3. The UCF at its next meeting will begin analysis about the current Pilot Writing program and whether it will be adopted as the permanent program.

Submitted,
Cindy Simoneau
& Meredith Sinclair
Co-chairpersons

Graduate Council

Graduate Council Summary October 26, 2020

Cynthia O'Sullivan, Graduate Council Chair

1. Graduate Council meets on October 26, 2020 at 2:00 - 3:00 (time changed due to workshop on Critical Race Theory). Additional items may be forwarded to FS after this meeting.
2. Understanding of how new program/projects are initiated: Shared governance discussion on this issue will inform us as we work together on this initiative with others from UCF and Faculty Leadership.
3. Graduate Coordinator Retreat scheduled for November 6th; departments may send others as needed. Please forward the invitation from Lisa Galvin below:

Good morning,

On Friday, November 6th from 12-3pm, the SGPS is hosting a graduate coordinator retreat. The purpose of this retreat is to provide updates, as well as to engage in thoughtful discussion around recruitment and admissions. As promised, below please find the draft agenda. Please email me with suggested additions to the agenda no later than, Friday, October 23rd. Thank you!

Overview of Fall 2020 enrollment data

Updates from SGPS

Slate

Strategic Plan

Survey Results

Recruitment

Best Practices for innovative recruitment and yield

Tools and assistance available

Strategies for collaboration while working remotely: successes and challenges

Recruitment idea brainstorming

Academic Affairs Updates

Academic Affairs Update – February 28, 2020

Post-Thanksgiving: With mid-terms wrapping up, we've made it halfway through the semester. Thanksgiving will mark our transition to return to a fully online institution. While they probably don't need it, please remind your students about this transition. After the Thanksgiving holiday we will also return to the process we used this past summer to "visit" campus; a Kuali form will again be available that allows visits to campus with approval from your Dean. The form will automatically go to our Police so they are in the loop to help us maintain a safe campus.

Faculty Searches: In each of the past three years we had searches for about 30 new faculty colleagues annually. The pandemic and economic crisis shrunk our hopes for a similar number of faculty searches this year. Instead, we began searches for 18 faculty lines with a start date of Fall 2021. Unfortunately, the hard hiring freeze has brought that number to zero. Still, there remains some hope for possibilities to at least a search for a small number of these 18 searches with a focus on enrollment numbers and/or requirements for accreditation. Those requests, being considered currently, will need approval of the System Provost.

Hiring Freeze: While we have a freeze on most hiring, where it is essential there are processes the System Office has put in place that allows some very limited hiring. Different types of positions, per the System process, require different levels of approval. Please see the notice from the System CFO for details or check with you deans.

Celebration of Excellence: We had to postpone our usual Celebration of Excellence last year with hopes we would be able to hold it in-person this semester. Alas, that was not to be. Instead we will be holding a virtual Celebration of Excellence on Thursday, November 5th from 12:00 – 1:00. A link to join us will be forthcoming.

Dean, School of Business: As you saw from my announcement, Dean Ellen Durnin will be retiring at the end of this academic semester. Ellen has been an outstanding Dean who has helped bring the School tremendous progress towards accreditation, a Spring 2021 ground-breaking for a new business building, a strong external Board, numerous corporate friends and donors, and important new programs to best support our students. We will soon complete an internal search for an interim dean and will very shortly launch a national search for a new dean who will hopefully join us in summer 2021.

Spring 2020 P&T Binders: For those who have not done so already, please pick up last Spring's P&T binders in the Academic Affairs office. If they are not retrieved by the Wednesday before Thanksgiving, they will be stored in C116 until late January. We have coverage Mon-Fri 8:30 – 4:30 if you want to drop by.

DOCUMENTS/MOTIONS/RESOLUTIONS FOR REVIEW FOR THE OCTOBER 28, 2020 MEETING

PROPOSED RESOLUTION ON SEARCH FOR NEXT CSCU PRESIDENT

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

Whereas, SCSU Faculty Senate is the official representative body of the Academic Faculty;

Whereas, CSCU President Mark Ojakian has announced his retirement, effective January 1, 2021;

Whereas, It is crucial to the future success of CSCU that a highly qualified, competent, and experienced academic be hired to replace him;

Whereas, The decisions made by the Board of Regents and the CSCU President have an impact on the lives and careers of thousands of dedicated teaching and administrative faculty members, tens of thousands of students and many tens of thousands more of alumni, who depend on the reputations of our universities and colleges; and

Whereas, Teaching faculty and administrative staff members who have dedicated decades of their lives to the education of our students are in the best position to assess the qualifications of applicants for the position of CSCU President; now therefore be it

Resolved, That the SCSU Faculty Senate calls upon the Board of Regents to conduct a national search, consistent with principles of equity and inclusion, for a new CSCU President, with an expectation that the selected candidate shall take office no later than the beginning of the 2021-22 academic year; and be it further

Resolved, That the SCSU Faculty Senate calls upon the Board of Regents to establish a single search committee to review credentials, interview candidates, and make a recommendation to the Board of a preferred candidate for the position of CSCU President, with more than half of the search committee comprising members of the teaching faculty and administrative staff of the constituent institutions of CSCU, elected by their peers or by faculty and staff representative bodies; and be it further

Resolved, That the SCSU Faculty Senate asserts that the search for the new CSCU President must be conducted according to the principles espoused by AAUP for searches for institutional presidents; in particular, current system-level administrators must have a limited or nonexistent role in the search, as they represent the perspective of the outgoing administration; and be it further

Resolved, That the SCSU Faculty Senate asserts that the search committee must establish criteria for the selection of the new CSCU President, and that such criteria must include that applicants

shall hold an earned terminal degree in their field, and have a substantial number of years of higher education experience, including at least some years as president of an individual institution of higher education in a collective bargaining environment.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

RESOLUTION REGARDING BOARD OF REGENTS' RESOLUTION FOR REVISED FY 2021 SPENDING PLAN

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty;

Whereas, The Board of Regents has a lengthy history of fiscal mismanagement dating back to at least 2010 as documented in the APA¹ Executive Summary, dated 10/1/2020 for fiscal years ending 2016 and 2017, which identified 32 areas requiring improvement and violations that included unspent allocations, budgetary miscalculations, and non-compliance with the 2017 SEBAC Agreement;

Whereas, Nearly all of the universities and colleges voted no confidence in President Ojakian and the Board of Regents last year;

Whereas, The Board of Regents is largely comprised of individuals who have limited to no experience and knowledge regarding institutions of higher education, and who have spent virtually no time on the campuses they are supposed to lead;

Whereas, Taking the COVID-19 pandemic into consideration, each college, university and the System Office submitted a budget for FY 2021 to the Board of Regents, which duly adopted a FY 2021 spending plan for CSCU on June 18, 2020 based upon these budgets;

Whereas, The System Office and the Board of Regents miscalculated revenue in these budgets, in particular, that of the community colleges by grossly overestimating enrollment numbers which resulted in a reported budget shortfall of \$69 million;

Whereas, The Board of Regents, at its September 17 and October 15, 2020 meetings, stated that “everything is on the table” and tasked the administration to consider alternatives, including measures that have not been taken in the past and measures that “require extensive analysis, negotiation, and restructuring within the organization” to reduce the budget shortfall;

Whereas, The Board of Regents has stated that “everything is on the table,” in order to justify ‘placing on the table’ the income of the most vulnerable and poorly-compensated employees, including Graduate and University Assistants and part-time faculty;

Whereas, The Board of Regents has stated that “everything is on the table,” in order to justify attempting to ‘place on the table’ the income of thousands of faculty and staff responsible for

¹ The Auditors of Public Accounts (APA) is a legislative agency of the State of Connecticut with the primary mission to audit state agencies.

teaching and providing services to our students and to try to break the Collective Bargaining Agreement;

Whereas, the Board of Regents has stated that “everything is on the table,” but, has failed to ‘place on the table’ reducing the salaries of administrators in the System Office and throughout the system who are the most highly-compensated employees, an action that *would not require* “extensive analysis, negotiation, and restructuring within the organization;”

Whereas, The Board of Regents has stated that “everything is on the table,” however, has also stated that it will not ‘place on the table’ the exorbitant costs associated with One College and its top-heavy administrative structure, including the additional planned hiring of over \$10 million worth of managers;

Whereas, The Board of Regents has stated that “everything is on the table,” and has implemented a hiring freeze and a comprehensive effort to “review and identify savings in areas including staffing, academic programming, shared administrative services and collective bargaining;” yet is proceeding with a search to hire a CSU President, an expensive position with largely figurehead responsibilities, and will not ‘place on the table’ the System Office’s bloated staffing and administrative costs, an action that would not require “extensive analysis, negotiation, and restructuring within the organization;”

Whereas, The Board of Regents has stated that “everything is on the table,” however, has failed to ‘place on the table’ the System Office reserves of \$22.42 million that could be utilized to cover revenue shortfalls;

Whereas, The Board of Regents has stated that “everything is on the table,” but has stated that SCSU, CCSU, and ECSU should contribute \$1.2 million each from their reserves to make up for WCSU’s shortfall, failing to ‘place on the table’ the System Office reserves of \$22.42 million that could cover this shortfall;

Whereas, The described proposals by the Board of Regents are harmful to our students, who comprise the largest population of minority and underserved students in the state;

Whereas, The described proposals by the Board of Regents would result in a reduced number of academic programs and classes and larger class sizes, and would threaten the integrity of our educational institutions; now, therefore, be it

Resolved, That when the Board of Regents states that “everything is on the table,” it truly should consider all alternatives with open-mindedness in order to act in the best interests of the students and the institutions it is charged with protecting and nurturing; and be it further

Resolved, That the Board of Regents cease targeting the most vulnerable and underpaid university and college employees, while failing to take action in reducing the salaries of the most highly-compensated employees in the system; and be it further

Resolved, That the salaries of the highly-compensated, higher-level administrators in the System Office and on the campuses be reduced by 25%, as has been done at many other institutions of higher education in the country in order to deal with COVID-19 budgetary shortfalls; and be it further

Resolved, That the System Office be required to follow any cost-saving measures required of the colleges and universities, including the hiring freeze that would encompass the CSU President position and One College hires; and be it further

Resolved, That reserves from the System Office be utilized to cover revenue shortfalls of the individual universities and colleges and that the Board of Regents cease the practice of raiding one university's reserves to pay off another university's debt; and be it further

Resolved, That the Board of Regents consider alternatives to the System Office or at the very least, major restructuring of the organization, including measures that have not been taken in the past and measures that require extensive analysis; and be it further

Resolved, That any cost-cutting measures directed towards the colleges and universities not be circumscribed in a top-down manner, but rather demonstrate respect and invite the knowledge and experience of those who understand and work in higher education in our institutions; and be it further

Resolved, That the Board of Regents is called on to be advocates for and supporters of higher education and the CSU campuses, rather than to act as agents of dismantlement.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

RESOLUTION REGARDING FACULTY CHOICE IN ADMINISTERING STUDENT OPINION
SURVEYS IN THE FALL 2020 AND SPRING 2021 SEMESTERS

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by COVID-19 have resulted in most Faculty being required to change their pedagogy; and

Whereas, Student Opinion Surveys are instrumental in Faculty evaluations utilized for renewal, promotion, tenure, and professional assessment; and

Whereas, Although the Collective Bargaining Agreement mandates the use of Student Opinion Surveys (4.11.7), the CBA does not state that these must be collected every semester, or for each class. Further, per the CBA (4.11.8), "...the procedure for collecting, routing, and disposition of the surveys shall be recommended by the Senate and approved by the President."; and

Whereas, Faculty would be disadvantaged by the results of Student Opinion Surveys that do not reflect their typical teaching performance; and

Whereas, There are alternative methods of assessing teaching effectiveness (e.g., peer teaching reviews, student opinion surveys from previous semesters, course materials, and statements of teaching philosophy); and

Whereas, Providing faculty with the option to administer or not administer Student Opinion Surveys for the Fall 2020 and Spring 2021 semesters will ensure that they are not disadvantaged unfairly by the results of these surveys; now, therefore, be it

Resolved, That faculty be given the option to choose whether or not they shall administer Student Opinion Surveys for the Fall 2020 and Spring 2021 semesters; and be it further

Resolved, That after being tabulated, the Student Opinion Surveys shall be routed only to the faculty member and not to any other third party; and be it further

Resolved, That faculty shall not be penalized in any manner by evaluators at any step of the evaluation process if they choose not to include Student Opinion Surveys from the Spring 2020, Fall 2020, and Spring 2021 semesters in their evaluation files.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE
RESOLUTION Undergraduate Pass/Fail Option for Fall 2020

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by the on-going COVID-19 pandemic continue to present unprecedented challenges to students; and

Whereas, Students may be disadvantaged by these changes, resulting in poorer class performance that does not reflect their typical classroom performance; and

Whereas, Faculty wish to provide students with every opportunity to achieve successful completion of their courses this semester, stay on track towards their graduation, and reduce the level of stress that they are likely experiencing; and

Whereas, Allowing students to take courses on a Pass/Fail basis could provide them with an option that will help to achieve the above; and

Whereas, The current Pass/Fail option is not adequate to accomplish this given its restrictions and given the fact that Students would have needed to elect a course as Pass/Fail by the fourth week of the semester, which has already passed; now, therefore, be it

Resolved, That the following revised Undergraduate Pass/Fail policy be approved for the Fall 2020 semester:

- With the approval of their adviser, matriculated students are eligible to register for certain courses on a Pass/Fail basis.
- The Pass/Fail option may be used for electives, the Liberal Education Program, or the requirements of a major or minor (as decided by the department housing the major or minor).
- During the Fall 2020 semester, there is no limit on the number of courses that may be taken under the Pass/Fail option.
- The Pass/Fail option is non-reversible. Students will be advised that once they have selected the Pass/Fail option, it will not be possible to revert to a graded option.
- The process for electing the Pass/Fail option shall be automated to the greatest extent possible via a web form. This web form shall provide the student with information about

the policy, provide the students with a link to courses that have been designated as exempt by departments (i.e., are not available for Pass/Fail under this revised policy), require that the students indicate that they have read and understand the Pass/Fail policy, and shall direct each Pass/Fail request to the student's academic advisor for approval. Upon advisor approval the approved form shall be routed automatically to the Registrar's office.

- The deadline for submitting a Pass/Fail request shall be extended to December 15th (the last day of final exams).
- The Pass/Fail option is blind in that the instructor is not aware of the student's use of the Pass/Fail option until after the grades are submitted, except where the instructor is also the advisor.
- The final grade will be reported as "P" if the final grade earned is "D-" or higher. This grade earns zero quality points and has no effect on the GPA but does count as attempted credit. If the final grade earned is not passing, the final grade will be reported as "F". This grade earns zero quality points, but will impact the GPA, and does count as attempted credit. Courses taken for Pass/Fail might not be accepted for transfer credit when attending another institution; are excluded from GPA calculations which may impact a student's ability to meet certain GPA requirements needed for their major, graduation, or honors; and may not be satisfactory in meeting prerequisite requirements when applying to graduate programs.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE
RESOLUTION Undergraduate Pass/Fail Option for Spring 2021

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by the on-going COVID-19 pandemic are expected to present continued unprecedented challenges to students during the Spring 2021 semester; and

Whereas, Students may be disadvantaged by these changes, resulting in poorer class performance that does not reflect their typical classroom performance; and

Whereas, Faculty wish to provide students with every opportunity to achieve successful completion of their courses this semester, stay on track towards their graduation, and reduce the level of stress that they are likely experiencing; and

Whereas, Allowing students to take courses on a Pass/Fail basis could provide them with an option that will help to achieve the above; and

Whereas, The current Pass/Fail option was not adequate to accomplish this in prior pandemic semesters given its restrictions and is not anticipated to be adequate under continued pandemic semesters; and

Resolved, That the following revised Undergraduate Pass/Fail policy be implemented for the Spring 2021 semester if the pandemic circumstances persists:

- With the approval of their adviser, matriculated students are eligible to register for certain courses on a Pass/Fail basis.
- The Pass/Fail option may be used for electives, the Liberal Education Program, or the requirements of a major or minor (as decided by the department housing the major or minor).

- During the Spring 2021 semester, there shall be no limit on the number of courses that may be taken under the Pass/Fail option.
- The Pass/Fail option is non-reversable. Students will be advised that once they have selected the Pass/Fail option, it will not be possible to revert to a graded option.
- The process for electing the Pass/Fail option shall be automated to the greatest extent possible via a web form. This web form shall provide the student with information about the policy, provide the students with a link to courses that have been designated as exempt by departments (i.e., are not available for Pass-Fail under this revised policy), require that the students indicate that they have read and understand the Pass/Fail policy, and shall direct each Pass/Fail request to the student's academic advisor for approval. Upon approval by the academic advisor, the form shall be routed automatically to the Registrar's office.
- The deadline for submitting a Pass/Fail request shall be extended to the last day of final exams.
- The Pass/Fail option is blind in that the instructor is not aware of the student's use of the Pass/Fail option until after the grades are submitted, except where the instructor is also the advisor.
- The final grade will be reported as "P" if the final grade earned is "D-" or higher. This grade earns zero quality points and has no effect on the GPA but does count as attempted credit. If the final grade earned is not passing, the final grade will be reported as "F". This grade earns zero quality points, but will impact the GPA, and does count as attempted credit. Courses taken for Pass/Fail might not be accepted for transfer credit when attending another institution; are excluded from GPA calculations which may impact a student's ability to meet certain GPA requirements needed for their major, graduation, or honors; and may not be satisfactory in meeting prerequisite requirements when applying to graduate programs.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

RESOLUTION Graduate Student Pass/Fail Option for Fall 2020

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by the on-going COVID-19 pandemic continue to present unprecedented challenges to students; and

Whereas, Students may be disadvantaged by these changes, resulting in poorer class performance that does not reflect their typical classroom performance; and

Whereas, Faculty wish to provide students with every opportunity to achieve successful completion of their courses this semester, stay on track towards their graduation, and reduce the level of stress that they are likely experiencing; and

Whereas, Allowing students to take courses on a Pass/Fail basis could provide them with an option that will help to achieve the above; and

Whereas, The current Pass/Fail option is not adequate to accomplish this given its restrictions and given the fact that Students would have needed to elect a course as Pass/Fail by the fourth week of the semester, which has already passed; now, therefore, be it

Resolved, That the following revised Graduate Pass/Fail policy be implemented for the Fall 2020 semester:

- On a department-specific basis, and with the approval of their graduate program adviser, matriculated students in some graduate programs are eligible to register for certain required or elective courses on a Pass/Fail basis. Undergraduate courses listed in any program that students are required to take to strengthen their academic backgrounds may not be taken under the Pass/Fail option.
- During the Fall 2020 semester, there shall be no limit on the number of courses that may be taken under the Pass/Fail option.

- The Pass/Fail option is non-reversible. Students will be advised that once they have selected the Pass/Fail option, it will not be possible to revert to a graded option.
- The process for electing the Pass/Fail option shall be automated to the greatest extent possible via a web form. This web form shall provide the student with information about the policy, provide the students with a link to courses that have been designated as exempt by departments (i.e., are not available for Pass/Fail under this revised policy), require that the students indicate that they have read and understood the Pass/Fail policy, and shall direct each Pass/Fail request to the student's graduate program advisor for approval. Upon approval by the graduate program advisor, the form shall be routed automatically to the Registrar's office.
- The deadline for submitting a Pass/Fail request shall be extended to December 15th, the last day of final exams.
- The Pass/Fail option is blind in that the instructor is not aware of the student's use of the Pass/Fail option until after the grades are submitted, except where the instructor is also the advisor.
- The final grade will be reported as "P" if the final grade earned is "D-" or higher. This grade earns zero quality points and has no effect on the GPA but does count as attempted credit. If the final grade earned is not passing, the final grade will be reported as "F". This grade earns zero quality points, but will impact the GPA, and does count as attempted credit. Courses taken for Pass/Fail might not be accepted for transfer credit when attending another institution; are excluded from GPA calculations which may impact a student's ability to meet certain GPA requirements needed for their major, graduation, or honors; and may not be satisfactory in meeting prerequisite requirements when applying to other graduate programs.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE
RESOLUTION Graduate Student Pass/Fail Option for Spring 2021

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by the on-going COVID-19 pandemic are expected to present continued unprecedented challenges to students during the Spring 2021 semester; and

Whereas, Students may be disadvantaged by these changes, resulting in poorer class performance that does not reflect their typical classroom performance; and

Whereas, Faculty wish to provide students with every opportunity to achieve successful completion of their courses this semester, stay on track towards their graduation, and reduce the level of stress that they are likely experiencing; and

Whereas, Allowing students to take courses on a Pass/Fail basis could provide them with an option that will help to achieve the above; and

Whereas, The current Pass/Fail option was not adequate to accomplish this in prior pandemic semesters given its restrictions and is not anticipated to be adequate under continued pandemic semesters; and

Resolved, That the following revised Graduate Pass/Fail policy be implemented for the Spring 2021 semester if the pandemic circumstances persists:

- On a department-specific basis, and with the approval of their graduate program adviser, matriculated students in some graduate programs are eligible to register for certain required or elective courses on a Pass/Fail basis. Undergraduate courses listed in any program that students are required to take to strengthen their academic backgrounds may not be taken under the Pass/Fail option.
- During the Spring 2021 semester, there shall be no limit on the number of courses, that may be taken under the Pass/Fail option.
- The Pass/Fail option is non-reversable. Students will be advised that once they have selected the Pass/Fail option, it will not be possible to revert to a graded option.

- The process for electing the Pass/Fail option shall be automated to the greatest extent possible via a web form. This web form shall provide the student with information about the policy, provide the students with a link to courses that have been designated as exempt by departments (i.e., are not available for Pass/Fail under this revised policy), require that the students indicate that they have read and understood the Pass/Fail policy, and shall direct each Pass/Fail request to the student's graduate program advisor for approval. Upon approval by the graduate program advisor, the form shall be routed automatically to the Registrar's office.
- The deadline for submitting a Pass/Fail request shall be extended to the last day of final exams.
- The Pass/Fail option is blind in that the instructor is not aware of the student's use of the Pass/Fail option until after the grades are submitted, except where the instructor is also the advisor.
- The final grade will be reported as "P" if the final grade earned is "D-" or higher. This grade earns zero quality points and has no effect on the GPA but does count as attempted credit. If the final grade earned is not passing, the final grade will be reported as "F". This grade earns zero quality points, but will impact the GPA, and does count as attempted credit. Courses taken for Pass/Fail might not be accepted for transfer credit when attending another institution; are excluded from GPA calculations which may impact a student's ability to meet certain GPA requirements needed for their major, graduation, or honors; and may not be satisfactory in meeting prerequisite requirements when applying to other graduate programs.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE
RESOLUTION Course Withdrawals and Incompletes for Fall 2020

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by the on-going COVID-19 pandemic continue to present unprecedented challenges to students; and

Whereas, Students may be disadvantaged by these challenges, resulting in poorer class performance that does not reflect their typical classroom performance; and

Whereas, Faculty wish to provide students with increased flexibility to make critical decisions regarding their courses; and

Whereas, Revising the Course Withdrawal and Incomplete Grade policies would provide students with increased flexibility; now, therefore, be it

Resolved, That the following policy be implemented for the Fall 2020 semester:

The Course Withdrawal deadline shall be extended from “prior to the tenth week of classes” to December 15th, 2020 (the last day of final exams).

Further, the Late Course Withdrawal policy shall be extended beyond the end of classes to include any extension based upon “I” (Incomplete) status.

The current policy for a student to request an “I” (Incomplete grade) provides the student with 30 days into the next semester to complete unfinished course requirements. The faculty member can issue a grade change to “I+” (Incomplete Extension) at the end of the 30 days (or before), which extends the deadline to any date they choose. For courses taken in the Fall 2020 semester only, at any point, the student can request that the “I” or “I+” be converted to a “W” (Withdrawal) grade, which will not earn course credit or count towards the student’s program, nor will it adversely affect the student’s Grade Point Average (GPA).

Students who do not make any attempt to complete the semester, or work with the faculty member to withdraw, or to obtain an Incomplete, will receive an “F” (Fail grade). The University is required by federal regulation to report an “F” with a last date of attendance for any student who failed due to dropping out.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE
RESOLUTION Course Withdrawals and Incompletes for Spring 2021

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

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty; and

Whereas, The extenuating circumstances caused by the on-going COVID-19 pandemic are expected to present continued unprecedented challenges to students during the Spring 2021 semester; and

Whereas, Students may be disadvantaged by these challenges, resulting in poorer class performance that does not reflect their typical classroom performance; and

Whereas, Faculty wish to provide students with increased flexibility to make critical decisions regarding their courses; and

Whereas, Revising the Course Withdrawal and Incomplete Grade policies would provide students with increased flexibility; now, therefore, be it

Resolved, That the following policy be implemented for the Spring 2021 semester if the pandemic circumstances persists:

The Course Withdrawal deadline shall be extended from “prior to the tenth week of classes” to the last day of final exams during the Spring 2021 semester.

Further, the Late Course Withdrawal policy shall be extended beyond the end of classes to include any extension based upon “I” (Incomplete) status.

The current policy for a student to request an “I” (Incomplete grade) provides the student with 30 days into the next semester to complete unfinished course requirements . The faculty member can issue a grade change to “I+” (Incomplete Extension) at the end of the 30 days (or before), which extends the deadline to any date they choose. For courses taken in the Spring 2021 semester only, at any point, the student can request that the “I” or “I+” be converted to a “W” (Withdraw) grade, which will not earn course credit or count towards the student’s program, nor will it adversely affect the student’s Grade Point Average (GPA).

Students who do not make any attempt to complete the semester, or work with the faculty member to withdraw, or to obtain an Incomplete will receive an “F” (Fail grade). The University is required by federal regulation to report an “F” with a last date of attendance for any student who failed due to dropping out.