

Southern Connecticut State University

FACULTY SENATE

UNAPPROVED MINUTES OF NOVEMBER 10, 2021

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

The 6th Meeting of the Faculty Senate AY 2021-2022 was held on November 10, 2021, at 12:10 p.m. via Zoom.

Attendance

Dave Allen <i>Accounting</i> 6/6	Matthew Ouimet <i>Counseling</i> 6/6	Sandip Dutta <i>Finance</i> 2/6	Shibiao "Bill" Ding <i>Marketing</i> 6/6	Rex Gilliland <i>Philosophy</i> 6/6	Angela Lopez-Velasquez <i>Special Education</i> 5/6
William Farley <i>Anthropology</i> 5/6	Natalie Starling <i>Counseling & School Psychology</i> 6/6	Lawrence Brancazio <i>Health & Movement Sciences</i> 6/6	Joe Fields <i>Mathematics</i> 6/6	Christine Broadbridge <i>Physics</i> 6/6	Douglas Macur* <i>Theatre</i> 5/6
Melanie Uribe <i>Art</i> 6/6	Helen Marx <i>Curriculum & Learning</i> 5/6	Robert Gregory <i>Health & Movement Sciences</i> 6/6	Klay Kruczek <i>Mathematics</i> 6/6	Jonathan O'Hara <i>Political Science</i> 5/6	Luke Eilderts <i>World Languages & Literatures</i> 6/6
Kevin Siedlecki <i>Athletics</i> 3/6	Maria Diamantis <i>Curriculum & Learning</i> 6/6	Troy Paddock <i>History</i> 6/6	Jonathan Irving* <i>Music</i> 2/6	Gayle Bessenoff <i>Psychology</i> 6/6	
Sean Grace <i>Biology</i> 6/6	Dushmantha Jayawickreme <i>Earth Science</i> 6/6	Carmen Coury <i>History</i> 6/6	Andrea Adimando <i>Nursing</i> 4/5	Kate Marsland <i>Psychology</i> 6/6	Deborah Weiss <i>Faculty Senate President</i> 6/6
Mina Park <i>Business Information Systems</i> 6/6	Jia Yu <i>Economics</i> 6/6	Yan Liu <i>Information & Library Science</i> 6/6	Kelly Martinez* <i>Nursing</i> 4/6	William Faraclas <i>Public Health</i> 6/6	
Jeff Webb <i>Chemistry</i> 6/6	Peter Madonia <i>Educational Leadership</i> 5/6	Cindy Simoneau <i>Journalism</i> 6/6	Obiageli Okwuka <i>Part-time Faculty</i> 6/6	Michael Dodge <i>Recreation, Tourism & Sport Management</i> 6/6	Meredith Sinclair <i>Undergraduate Curriculum Forum</i> 6/6
Barbara Cook <i>Communication Disorders</i> 6/6	Mike Shea <i>English</i> 6/6	Patrick Crowley* <i>Library Services</i> 4/6	Michele DeLucia <i>Part-time Faculty</i> 3/3	Sebastian Perumbilly <i>Social Work</i> 6/6	Cynthia O'Sullivan <i>Graduate Council</i> 5/6
Wes O'Brien <i>Communication, Media & Screen Studies</i> 5/6	Paul Petrie <i>English</i> 6/6	Jacqueline Toce* <i>Library Services</i> 5/6	Michael Sormrude <i>Part-time Faculty</i> 3/3	Stephen Monroe Tomczak <i>Social Work</i> 6/6	Kyle Mashia-Thaxton <i>Student Government Association</i> 6/6
Alaa Sheta <i>Computer Science</i> 6/6	Matthew Miller <i>Environment, Geography & Marine Studies</i> 6/6	Carol Stewart <i>Management, International Business & Public Utilities</i> 6/6	Virginia Metaxas <i>Part-time Faculty</i> 5/6	Gregory Adams <i>Sociology</i> 5/6	Dr. Joe Bertolino* <i>SCSU President</i> 5/6
Guests:	D. Ariza T. Bennett T. Broliar S. Clerc	A. Jansen M. Kingan C. Stretch M. Walker-Pickett			

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

Faculty Senate President D. Weiss called the 6th meeting of the Faculty Senate to order at 12:10 p.m.

I. Announcements

- A. D. Weiss announced that Zoom has been renewed for one year starting January 2022. Many faculty shared their thanks to those involved in the renewal of Zoom.
- B. K. Marsland thanked everyone involved in the Climate Change Conference in Glasgow.
- C. M. Diamantis reminded Senators that P&T letters are due November 10; that the deadling to apply for Faculty Retraining is November 12; that the deadline to nominate someone for the Jirsa Service award is December 3.
- D. P. Petrie thanked those involved in bringing a COVID booster clinic to campus.
- E. K. Mashia-Thaxton shared that they are working to get the word out about the Withdrawal deadline for students.
- F. L. Eilderts shared on behalf of P. Crowley that the [Mayoral Archive Exhibit](#) is at the Lyman Center until early January. If faculty are interested in seeing the archive or in talking with P. Crowley or the students involved in the exhibition, please contact P. Crowley at crowleyp5@southernct.edu.

II. Minutes of the previous meeting held on October 27, 2021, were accepted as distributed.

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

III. Faculty Senate President's Report

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

- A. K. Marsland asked for an update on the Office of Faculty Development and the Center for Teaching and Learning. D. Weiss guided Senators to the information provided in the [President's Report for November 10](#). W. Faraclas questioned the number of credits provided this semester (3) and in the Spring (6). B. Cook inquired about the approval of the proposal by the BOR, and if the document needs to be modified; if yes, will the Senate receive the revised document? D. Weiss shared that this concern was raised with Administration. D. Weiss stated that a resolution approved by both Faculty and Administration would be important so that there is a record. K. Marsland stated that when rebooting a center, it is important to front-load the resources, and therefore more credits may be necessary for the director of Faculty Development.

IV. Reports of Faculty Senate Standing Committees

- A. Reports of the Standing Committees were received.
- B. M. Diamantis (SPC) stated that the committee would invite A. Carroll, H. Marx, H. Twyman, and T. Tyree to their meeting to discuss the motivations behind the removal of PINs for student registration after November 30; and to discuss the email that was circulated to students and shared with Faculty concerning students in academic distress.
 - i. M. Shea asked the SPC to consider removing the requirement for "extenuating circumstances" from a late withdrawal for a student.
 - ii. B. Cook suggested also inviting K. De Oliveira.
 - iii. W. Faraclas shared his concern the email that was sent to students did not include the suggestion to contact one's academic advisor.

V. Reports of the Special Committees

- A. Report of the UCF was received.
- B. C. O'Sullivan (Grad Council): UCF has approved the 12 shared credits between Undergraduate and Graduate 4+1 programs; the Grad Council will take this up on November 22.

VI. New Business

- A. W. Faraclas, on behalf of the Mediation Committee, moved to **approve** the Resolution Regarding Language in the Mediation Committee Bylaws.
 - i. After discussion, the body moved to vote.

1. Vote tally
 - a. Yes 40
 - b. No..... 0
- i. Motion to **approve** the resolution **passed**.

VII. Guests

- A. D. Ariza, Vice-President for Diversity, Equity, and Inclusion (DEI), and A. Lopez-Velasquez presented the work of the [Division DEI](#), as well as the [DEI Advisory Council](#). An event will be held on November 30 from 12-1. Below, please find a version of the announcement:
 - i. The Diversity, Equity and Inclusion Advisory Council (DEIAC) would like to invite you to the official unveiling of its Priorities and Recommendations Draft Plan for 2020–2025 on November 30, 2021, in the Adanti Center Ballroom from 12:00 -1:00 pm. RVSP for lunch. We will also be live streaming event.
Your input is vital to helping DEIAC and the President Leadership Team (PLT) ensure that Southern Connecticut State University will be the Social Justice and Anti-Racist University in Connecticut. We look forward to hearing your feedback after the presentation of the priorities and recommendations. We are committed to creating together a culture of inclusion and belonging by identifying and addressing systemic barriers to equity, access, and success for all members of our community.
- B. C. Stretch, on behalf of the AAUP, presented on the ongoing contract negotiations. A PowerPoint of the presentation can be found below.

VIII. Adjournment

- A. M. Diamantis moved **to adjourn** the meeting. **Seconded**.
 - i. Meeting adjourned at 2:01 p.m.

L. Eilderts
Secretary

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution Regarding Language in The Mediation Committee Bylaws

Whereas, Southern Connecticut State University (SCSU) 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 Mediation Committee was established under 16.3.5 of the Collective Bargaining Agreement between Connecticut State University American Association of University Professors and Board of Regents for the State University;

Whereas, bylaws were created to guide the composition and function of the Mediation Committee;

Whereas, when the Mediation Committee bylaws were amended on October 27, 2021, it was noted that further non-substantive changes would improve the document; and

Whereas, the Mediation Committee bylaws incorrectly direct interested parties to obtain a self-nomination form from the wrong source; now, therefore, be it

Resolved, That the Mediation Committee bylaws be updated to address the cited issues using the language in the attached proposed revision.

SOUTHERN CONNECTICUT STATE UNIVERSITY

The Mediation Committee

- A. The Mediation Committee is hereby established under 16.3.5 of the Collective Bargaining Agreement between Connecticut State University American Association of University Professors and Board of Regents for the State University, August 2016 - August 2021, hereafter referred to as the Collective Bargaining Agreement.

- B. The Mediation Committee shall consist of three members.

There shall be three voting members and three alternate members. Alternates shall take the place of voting members when a voting member is disqualified, recuses, resigns, or is ill for a prolonged period of time. Alternates shall be eligible to become voting members in the order of their election vote counts.

C. Eligibility

1. A candidate for membership ~~must~~ shall have been a full-time faculty member at Southern Connecticut State University for at least three years prior to becoming a member of the Committee.
2. A candidate for membership shall have tenure.
3. A voting or alternate member of the Mediation Committee ~~may~~ shall not simultaneously serve on the Termination Hearing Committee.

D. Nominations

Any eligible person wishing to run for the Committee ~~must~~ shall complete the ~~after a call for nominations is issued, obtain an~~ official nomination form ~~issued with the call for nominations~~ from ~~the Secretary of the Faculty Senate Elections Committee, complete the form,~~ and return it as directed.

E. Elections

Elections shall be conducted by the Elections Committee of the Faculty Senate.

F. Appointments

The President of the Faculty Senate shall appoint members and alternates to this committee whenever the number of members ~~and or~~ alternates falls below ~~these~~ the number designated in this document. Appointees serve until their positions are filled through the process described in D and E. In no case, however, shall appointees be replaced until all current mediation is completed.

2. review the University's investigation;
3. assess what the parties want;
4. interview those involved, as necessary;
5. seek further input, as warranted;
6. determine possible solutions;
7. negotiate between the parties to seek a mutually acceptable solution; and
8. submit a written report to explain details of the process implemented by the committee and to state the committee's recommendation(s).

K. Amendments

This document ~~may~~ shall be amended ~~only~~ by a two-thirds vote of the Faculty Senate with the concurrence of the President of the University.

L. Implementation

This document shall take effect upon approval by a two-thirds vote of the Faculty Senate with the concurrence of the President of the University.

M. Interpretation

This section ~~may~~ shall not be invoked with respect to the interpretation of any item of the Collective Bargaining Agreement. If an issue develops concerning interpretation of this document whether initiated by the Senate, a faculty member, or any member of the administration, a binding decision on such an issue shall be made:

1. by agreement between the President of the University and a majority of the Executive Committee of the Faculty Senate or failing to obtain agreement on an issue by this method,
2. by a committee consisting of one member selected by the Senate Executive Committee, one selected by the President of the University, and one selected by the first two committee members, who, by a two-thirds vote shall decide such an issue.

G. Terms of Office

1. The term of office for members shall be three years, commencing on September 1 and ending August 31. The term of office for alternates shall be one year.
2. One member of the committee and three alternates shall be elected each year. The candidate receiving the highest number of votes shall become the member; the candidates with the next three highest vote counts shall become the alternates.
3. If an alternate becomes a member because of the temporary recusal of a member from a case, the alternate shall serve as a member only until the case is completed, at which time the recused member shall resume member status. If an alternate becomes a member to fill a vacancy on the committee, the alternate shall complete the remainder of the term of the member being replaced.
4. Vacant terms ~~may~~ shall be filled at the time of regular elections or by holding special elections.

H. Procedures

1. The committee shall follow the provisions in Article 15 of the Collective Bargaining Agreement.
2. Voting members shall disqualify themselves if they or a member of their family are requesting a hearing from the Mediation Committee. Voting members also ~~may~~ shall be ~~disqualified~~ subject to disqualification for bias or interest, and shall remove themselves from a case, either at the request of a party or on their own initiative and be replaced by an alternate (see CBA Article 16.6.3.1).

I. Guiding Principles

In considering a case before it, the committee shall:

1. accord equal respect to students' safety, the member's reputation and rights, and the institution's reputation and liability;
2. not be an advocate for any party, but rather an advocate for fairness; and
3. maintain strict confidentiality.

J. Process

To carry out a comprehensive mediation process, the committee shall

1. clarify its understanding of the charges and their bases;



1

A dark blue slide with a large, faint, circular watermark in the background. The watermark contains the text 'OPENING MINDS' at the top and 'OPENING DOORS' at the bottom, with a central logo featuring 'AAUP' and 'CSU'. The slide contains the following text and list:

Opening proposals were exchanged December 1, 2020
Negotiations began January 28, 2021


Spring 2021 (During COVID):

- CSU-AAUP requests a meeting with CSU Interim President Jane Gates: She refuses.
- Rallies at each University featuring Skunkzilla. Faculty, Electeds, and Students call on the Board to 1) take their destructive proposals off the table; 2) agree to faculty proposals that address equity and access and that protect the integrity of the work that we do ***to make this a University to be proud of.***

Spring, Summer & Fall 2021.

- Faculty and students publish op-eds
- Faculty and students speak at monthly Board meetings (no repeats)
- Faculty send informational materials to Regents' home addresses—because there is literally no other means of communicating with them
- CSU-AAUP requests a meeting with CSU President Terrence Cheng to reset relationships. He ignores two written requests.


2



Progress as of September: Tentative Agreements


- CSU-AAUP wins Stop the Clock
- BOR Removes "Collegiality" from criteria for evaluation
- Faculty retain intellectual property for online courses
- BOR removes termination upon incarceration (not conviction)
- BOR removes late night/early morning schedules
- CSU-AAUP retains dues collection through payroll
- CSU-AAUP preserves processes protecting academic freedom

3




And now, after nearly a year of protest and pushback, the Board has agreed to withdraw 51 of their outrageous proposals...

4



But there are still **81** of their proposals left on the table, and none of them will make Southern a better place to learn.


5



What's Off the Table?
The Board's Vision for the CSUs:
What they wanted but couldn't get

- 5/5 teaching load
- Tenure: shorten time to 6 years; appointment ends in the semester you're denied; go up for tenure before penultimate year and denied?>>>fired.
- Elimination of the Promotion & Tenure Committee
- Elimination of mechanism to contest derogatory material placed in your personnel file

6



What's Off the Table?

The Board's Vision for the CSUs:
What they wanted but couldn't get

- Increase hours in counselors' workweek
- Eliminate child-rearing leave (unpaid)
- Eliminate requirement to notify faculty of electronic surveillance
- Prohibit Librarians from teaching
- Teaching evaluations designed by Provost
- Require Part-time faculty to advise students (uncompensated)
- Eliminate Longevity


7



Open BOR Proposals: Four Broad Categories

- Making the job harder
- Attacking shared governance/democratic processes
- Eviscerating due process
- Paying us less—a lot less

8



Goal: Increase “Management Rights”

- Complete control over expenditures
- Ability to align faculty “productivity” to administrative priorities
- “Flexible” workforce

Notice that there is nothing about enhancing the quality of our students’ education or defending the integrity of the University *as a University*.

9



The BOR Proposes Making the Job Harder by

- Removing compensation (*in fractions of credit hours*) for increases in class sizes
- Eliminating funding “floors” for RRT, CSU Grants, CRAGs and Faculty Development
- Removing any guarantee of clerical support for departments or professional organizations
- Allowing for departmental funds to be withdrawn
- Voiding side letters unless both parties agree to continue them
- Increasing the number of required office hours to 10 per week (*making our workweek longer without compensation*)

10



The BOR is **Attacking Shared Governance and Democratic Processes** by

- Eliminating all processes around department or program elimination, including processes triggered by involuntary separation
- Eliminating all shared governance processes for awarding CSU grants, RRT, CRAG, and sabbaticals
- Shifting decisions about course modality away from departments to administration

11

13.7 ~~Sabbatic leave is educational leave.~~ Sabbatic leaves are granted for the benefit of Connecticut State University **and the employee**....Each proposal will be submitted by a member in writing and judged through a **process established by the Provost in consultation with the Faculty Senate proposed by the Senate** and approved by the President. **The initial deadline for submission shall be determined by the Provost by the start of the academic year considering budgetary constraints and academic priorities** be no earlier than September 15. **A part of every process shall be the deliberation and action of a Sabbatic Leave Committee composed of and elected by members at that University. All proposals that meet the standards specified above shall be judged on the basis of their competitive merit.** ...The parties believe that approximately 70 sabbatic leaves for each year of this Agreement are appropriate. However, no sabbatic leave shall be recommended by the committee or approved by the President that fails to meet the meritorious purposes specified above. **...Sabbatic leave may be granted for either a full year at half pay or a half year at full pay without prejudice.** Funds shall be distributed among the Universities on a prorated basis for sabbatic leaves. **A member on sabbatic leave shall continue to accrue sick leave, longevity credit and retirement service credit at the full time rate.** Sabbatic leave outside the normal academic semester shall be permissible.---

12




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12



The BOR wants to pay us a lot less
...to work harder with fewer protections

- They want to reduce the Chairs' stipend
- They propose reverting to 2019 salaries with 0% increases over the entire life of the contract (that's out through the 2025-26 academic year)
- They propose imposing 12 furlough days (on which we would be required to work)

15




Retrenchment

The BOR wants to

- Redefine financial exigence so the bar is lower
- Remove all shared governance processes related to retrenchment
- Make it easier to fire all faculty and staff, *regardless of whether there exists a bona fide financial threat to the integrity of the institution*


16



Effects on Students

- No hedge on class size
- No hedge on moving faculty from department to department or campus to campus
- No hedge on the elimination of majors/programs
- Faculty will have a harder time accessing funding and time to do the scholarship and creative activity that keeps students' courses and degrees up-to-date and relevant
- Salaries will be so low that it will be even harder to attract and retain exciting new faculty

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What Now?

Wear your red AAUP shirts; put up the Fair Contract posters on office doors & windows & in classrooms!!

- Prepare for President Cheng's visit on Tuesday, Nov.30
- **JOIN US FOR AN INFORMATIONAL PICKET & ATTEND THE FACULTY "TOWN-HALL" on 11/30**
- Prepare for BOR meetings (student and faculty commentors): Special meeting Nov.18 & Dec. 16

Continue to pressure the Board

- Meetings with/Messages to your State legislators
- Messages to President Cheng (860-723-0010 / @PrezCheng)
- Messages to the Regents (*good luck: they have no contact info*)

**Demand that the Regents take their destructive proposals
#OffTheTable !**

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