

# Southern Connecticut State University

## FACULTY SENATE

December 1, 2021 | 12:10 p.m. | Zoom

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

Alternatively, copy and paste this link:

<https://southernct-edu.zoom.us/j/83389391149?pwd=Mm1vVTRwZ29VSHI0cDMvQTd6UGNyZz09>

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### AGENDA

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- I. Announcements Relevant to the Faculty Senate
- II. Approval of Minutes of Previous Meeting held on November 10, 2021
- III. Faculty Senate President's Report
- IV. Reports of Faculty Senate Standing Committee
  - 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
- VI. Unfinished Business
- VII. New Business
  - a. Resolution Regarding Operating Expense Allocation
  - b. Resolution Regarding Routing of Results from Electronic Student Opinion Surveys
  - c. Resolution Regarding Incentives for the Completion of Electronic Student Opinion Surveys
  - d. Resolution Regarding a Statement on Freedom of Expression
- VIII. Guest(s)

#### Fall 2021

Full Faculty Senate Meetings:

9/1, 9/15, 9/29, 10/13, 10/27, 11/10, 12/1

Standing Committee Meetings:

9/8, 9/22, 10/6, 10/20, 11/3, 11/17

#### Spring 2022

Full Faculty Senate Meetings:

1/26, 2/9, 2/23, 3/9, 6/60, 4/13, 4/27, 5/4

Standing Committee Meetings:

1/19, 2/2, 2/16, 3/2, 3/23, 4/6, 4/20



# FACULTY SENATE

## UNAPPROVED MINUTES OF NOVEMBER 10, 2021

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

The 6<sup>th</sup> 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 &amp; School Psychology</i> 6/6	Lawrence Brancazio <i>Health &amp; 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 &amp; Learning</i> 5/6	Robert Gregory <i>Health &amp; 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 &amp; Literatures</i> 6/6
Kevin Siedlecki <i>Athletics</i> 3/6	Maria Diamantis <i>Curriculum &amp; 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 &amp; 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 &amp; 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 &amp; 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 &amp; Marine Studies</i> 6/6	Carol Stewart <i>Management, International Business &amp; 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 6<sup>th</sup> 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](mailto: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.

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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 ~~those 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 watermark of the 'Opening Minds, Opening Doors' logo in the background. The logo features a compass rose with 'AAUP' and 'CSU' in the center, surrounded by the text 'OPENING MINDS' at the top and 'OPENING DOORS' at the bottom. The slide contains text and a bulleted list detailing the negotiation timeline.

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

Spring 2021 (During COVID):

- CSU-AAUP requests a meeting with CSCU 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 CSCU 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

3



### 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

5



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

6






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- 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
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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

17



**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 !**

18

9

## STANDING COMMITTEES

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### Academic Policy Committee (APC)

#### **MINUTES—APC—11/17/2021**

Present: Allen, Crowley, Ding, Gilliland, Grace, Jayawickreme, Petrie (chair), Uribe, Diamantis (guest)

- LEP Revision Task Force report (Melanie Uribe).
- Decision to bring forward P&T reform items piecemeal in spring semester rather than as comprehensive package (2, 3, 4 individually, 1 and 5 together).
- Decision to invite provost to APC meeting in Jan 2022 re: dept guidelines. Workgroup plus Petrie will work on example guidelines / template before meeting.
- Extensive discussion with Maria Diamantis (P&T Comm. Chair) re: list of accumulated questions / topics from P&T recommendation workgroups.

## Elections Committee (EC)

### Elections Committee Minutes for November 17, 2021

Attendees: Carmen Coury, Klay Kruczek

Guests: Jules Tetreault (Dean of Students), Chris Piscitelli (Assistant Dean of Students), Corinne Blackmer (English)

After receiving input from Jules Tetreault (Dean of Students), Chris Piscitelli (Assistant Dean of Students) and Corinne Blackmer (English), the committee drafted a statement on freedom of expression on campus. We received feedback on the statement from interested parties. We could not determine an effective way to incorporate this feedback, so we decided to stick with the original statement (found below) and let the Faculty Senate provide suggestions.

Statement on Freedom of Expression on Campus:

“All university employees and students have the right to express their logically or factually substantiated opinions or ideas in the proper venue and time without repercussions.”

## Finance Committee (FC)

Faculty Senate Finance Committee  
November 3, 2021

Present: William Faraclas, Peter Madonia, Seb Perumbilly, Jia Yu, Obiagell Okwuka  
Guest: Yi-Chun Tricia Lin; Cindy Simoneau co-chairs of Chair Council

1. Operating Expense:
  - a. Bill gave an overview of the department's operating expense budgets (OE)
    - i. Bill cited the AAUP contract on purpose for each department
    - ii. Contract states decisions made in the department will be made by majority vote
    - iii. There is a need for greater transparency and awareness among faculty
  - b. Tricia explained all departments have different needs while some departments are larger than others so OE will be different for each department
  - c. We (faculty) would like to have greater awareness and opportunity for open conversation as to how the funds will be spent
  - d. How is it determined how much does a department get funds? What determines how funds are going to be allocated/available?
    - i. Deans play a huge role in how OE is allocated
    - ii. In general, there is no process, no chair training regarding budget allocations
    - iii. Oftentimes, Deans will say this is how much you received last year or this is how much you spent last year or you didn't use all your money so you are getting less
    - iv. The OE is separate from other categories of allocations (e.g. adjunct monies, student worker, UA and GA monies, capital equipment, etc.)
  - e. The co-chairs will take this information back to the chairs meeting
2. Early College Education (ECE)
  - a. Carol attended an ECE Advisory Council meeting on Monday, Nov 1<sup>st</sup> and provided the Finance Committee with her "draft" version of notes
  - b. There are a few outstanding concerns. Trudy is aware of these concerns and is working on coming up with resolutions and/or solutions
  - c. The ECE Advisory Council did not set a date for their next meeting.

Faculty Senate Finance Committee  
November 17, 2021

Present: Bill Faraclas, Sebastian Perumbilly, Jia Yu, Obiageli Okwuka, Carol Stewart  
Absent: Peter Madonia

1. The November 3<sup>rd</sup> meeting minutes were approved
2. December 8<sup>th</sup> meeting is cancelled
3. Operating Expenses (OE) Budget
  - a. Resolution proposal reviewed
  - b. Suggestion to add review of funds by Dec 1 and Mar 1 of each academic year
  - c. The Committee favors consulting Deans to discuss the resolution goes to Senate floor; Bill will reach out to Provost and follow through with the Deans
  - d. Add paragraph stating once resolution passes it will be sent to all full-time faculty

4. University Grants

- a. There is a concern/question as to how faculty are awarded grants vs faculty not awarded grants
- b. Carol will reach out to Jeff Webb to see who each owner is of the grants in order to get information
- c. Seb, Jia and Carol (and Oby when available) will collect grant materials and organize our approach to grant proposals in order to make recommendations
- d. Does the FDAC use rubrics to score grants? If yes, can the grant writer get a copy of the rubric or feedback as to why the grant author was rejected?
- e. Should FD offer a workshop on how to write grants? Do the grant reviewers need training on how to score or review grants?

5. ECE

- a. Idea is noble but the process is problematic
- b. Bill will send Trudy a note and ask her to return; how can we support her?

**FACULTY SENATE  
PERSONNEL POLICY COMMITTEE  
Minutes  
11/17/2021**

Teams Meeting

**PPC Members:** Adams, Gregory (absent); Toce, Jacqueline; Lopez-Velasquez, Angela; Marx, Helen; Tomczak, Stephen; Shea, Michael; Martinez, Kelly (absent); Sormrude, Michael; Metaxas, Virginia; Starling, Natalie (chair)

12:10pm

Approval of minutes of 11/3 meeting

CONTINUING BUSINESS:

1. P&T Guidebooks
  - a. Review will take place on 12/8 as an optional PPC meeting; following PPC initial review, invitations for collaboration with P & T committee members and AAUP will be made for the spring semester PPC meetings
2. P&T/Renewal Procedures documents
  - a. Possible expanding of review period for evaluators, i.e., allowing Deans additional time
    - i. PPC reviewed information from L. Cunningham– Linda shared that any requests for more time for any reviewers beyond what is allotted in the CBA will need to be presented in the formal negotiating process.
    - ii. Given this information, and that the PPC has not heard further from the Deans about this topic following the chair’s invitation for meeting, the PPC is concluding discussions on this topic.
  - b. Election of P & T committee members – revisions began, additional support will be sought from the Elections Committee regarding clarifying language to ensure the Procedures document aligns with elections procedures
  - c. PPC added language in the P & T Procedures Document re: The removal of the document(s) from the HR file, which should coincide with the retraction of the file and notice to the other parties about the candidate's choice to withdraw from the process.
  - d. PPC reviewed a request for a recommendation for a template for evaluation reports
    - i. PPC agrees this could be beneficial and will work on a template as well as a candidate withdrawal letter template
3. Updating Professional Assessment Procedures Document – to match updates to the other documents (moved to next meeting agenda)
4. Academic advising re P&T (moved to next meeting agenda)



## Rules Committee (RC)

November 17, 2021

The committee reviewed the entirety of the proposed changes to the chairperson document for accuracy, etc... as we did this a few lingering issues came up” Which we felt we needed some additional guidance from the Executive Board:

- 1.) Should there be references to Division Directors in the document. (There are some there but the committee couldn't ascertain whether they would actually be needed or not?? Do they have chairs? I haven't gotten a clear answer on this from other sources like AAUP..)
- 2.) Under the (Article II section E) “Terms of office of department chairperson”:

This article currently reads:

“2. If a vacancy occurs during a term of office, a newly elected Department Chairperson shall serve for the remainder of the academic year in which the vacancy occurs plus a term of the next three academic years. If the vacancy occurs suddenly, selection procedures in step G. and following shall be expedited with final selection taking place within thirty calendar days from the date of the vacancy. If necessary, during this time period while a new Department Chairperson is being selected, the University President in consultation with the Provost and appropriate Dean may appoint a member in an acting capacity to fill the vacancy.”

**The committee was unanimous in proposing to eliminate “plus a term of the next three academic years.” The committee felt that having an abridged election process (in the cases of a vacancy the article is referring too) that any member elected that way should not serve a full three-year term in addition to the remainder of the academic year.**

We are proposing a few different possible changes to fix this:

a.) If a vacancy occurs during a term of office, a newly elected Department Chairperson shall serve for the remainder of the academic year in which the vacancy occurs. When a vacancy occurs, selection procedures in step G. and following shall be expedited with final election taking place within thirty calendar days from the date of the vacancy. If necessary, during this time period while a new Department Chairperson is being elected, the University President in consultation with the Provost and appropriate Dean shall appoint a member in an acting capacity to fill the vacancy in the interim.

(we also were a little split here on the timetable and going through step G “quickly”... so we came up with below:)

b.) If a vacancy occurs during a term of office, a newly elected Department chairperson shall serve for the remainder of the academic year in which the vacancy occurs. The department shall

elect via secret ballot, within thirty calendar days from the date of the vacancy, one of its' members for this provisional position by a simple majority. If the department cannot elect one of its' members due to a lack of majority, the University President in consultation with the Provost and the appropriate Dean can appoint a provisional chairperson to serve the remainder of the academic year.

Finally, the rules committee was looking into the question If a vacancy occurs with less than 30 days left in the spring semester?? How does a department have an election within 30 days if there is less than 30 days left in the semester and members will not be on contract? We were also concerned about vacancies during summer since an election would be difficult with department members def. being officially off contract..

Motion to adjourn 1:48 pm.....

Respectfully submitted,

Dr. Jeffrey A. Webb

## Student Policy Committee (SPC)

### FS Student Policy Committee

Notes from the Meeting on November 17, 2021

In attendance: Maria Diamantis, Christine Broadbridge, Barbara Cook, Michael Dodge, Matthew Ouimet, William Farley, Wesley O'Brien, Kyle Mashia-Thaxton, Kate Marsland  
Guests: Alicia Carroll, Helen Marx, Harry Twyman.

The committee's items of discussion were two: (a) the removal of PIN requirement for registration on Nov 29<sup>th</sup> and (b) update on the email from Dr. Tracy Tyree on Supporting our Students.

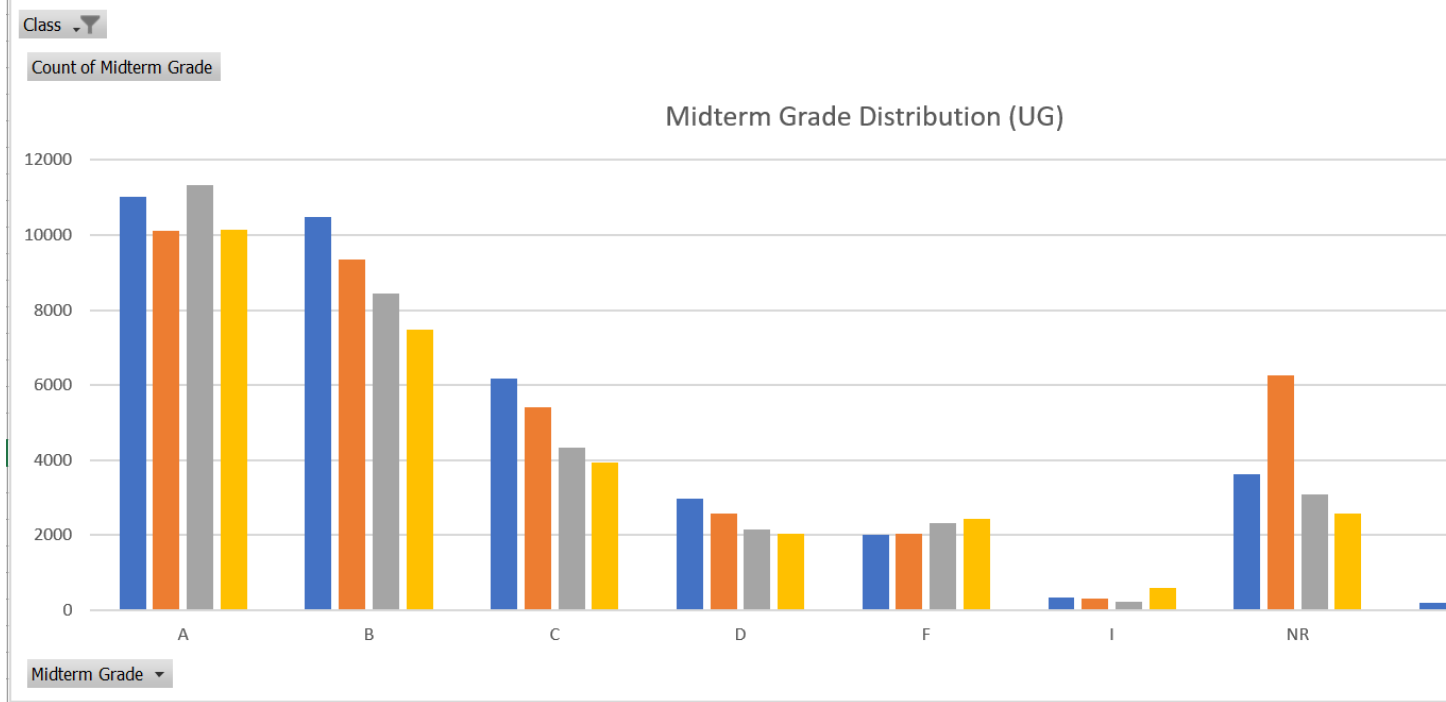
- (a) Helen Marx and Harry Twyman were invited to assist in our discussion about the PIN requirement and understanding of such change. Helen highlighted that this email/decision was in response to enrollment issues and the decline on such. The removal of PIN will make it easier for students outside SCSU to sign up for classes after the priority dates. In addition, this is a policy shift and not a new policy, thus, it did not need faculty senate involvement in approving it. The Advising season has been successful this year and more students signed up during their first day of registration than in the past. The committee expressed that such changes need to be discussed and share with the SPC and thus the FS, for transparency and communication. This email of removing PIN to register, has created many questions that could have been avoided if the communication included the faculty either at the SPC or the FS floor. Transparency and shared governance discussions are important to avoid miscommunications.
- (b) To better understand the context, Maria reached out to Dr. Tyree about the email communication and Tracy shared that the need to send the email was from various cohort meetings, such as residential students, students affiliated with UAP, multicultural organizations, peer mentor feedback, etc... Our students' challenges are very complex, thus the email was sent to support and remind us all to be aware and to assist as we all can.
- (c) Further discussion occurred to the potential connection to mid-term reporting of grades, with some data that Maria asked Alicia Carroll to provide for us. We are grateful for Alicia's assistance in providing the following data (see below) on Midterm Grades reported this year and compared to the pre-covid semesters, across different cohorts, and the different modalities due to COVID. The data was shared with the committee (includes midterm grades which were reported via Banner) and at this point the committee needs to examine/discuss the data further to draw any conclusions. The committee observed that there seems to be similar trends across the semesters and across the different delivery modalities. One note is that midterm grades have fluctuated over the semesters, yet this semester there was a higher number of I's reported on Banner than in the past.

The data shared below is for UG and GR population over the Fall 2018 - 2021.

### Midterm Grade Distribution Count (UG) Fall 2018-2021

Note: NR = Not Reported in Banner

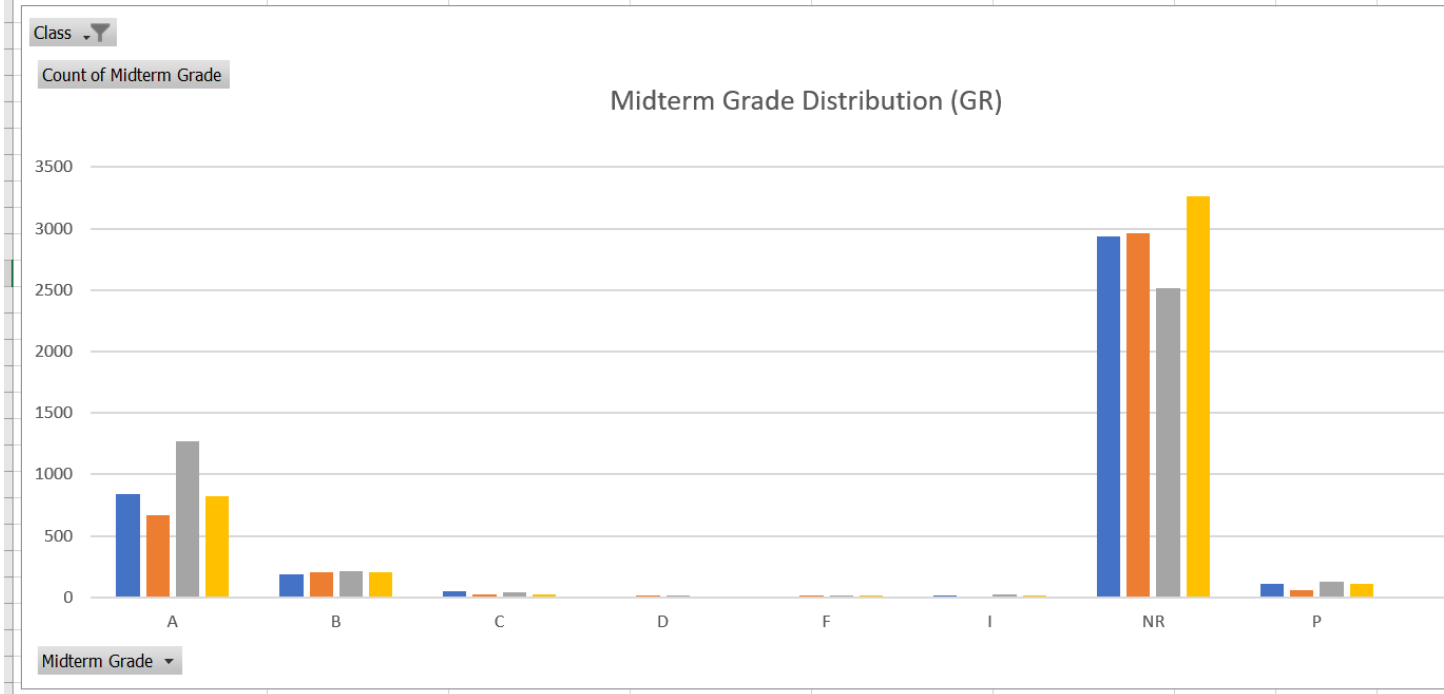
Midterm Grades	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Grand Total
A	11022	10123	11341	10148	42634
B	10488	9352	8441	7474	35755
C	6167	5423	4337	3937	19864
D	2979	2570	2163	2033	9745
F	2017	2038	2314	2446	8815
I	338	304	239	609	1490
NR	3623	6265	3098	2572	15558
P	206	150	183	509	1048
<b>Grand Total</b>	<b>36840</b>	<b>36225</b>	<b>32116</b>	<b>29728</b>	<b>134909</b>



### Midterm Grade Distribution Count (GR) Fall 2018-2021

Note: NR = Not Reported in Banner

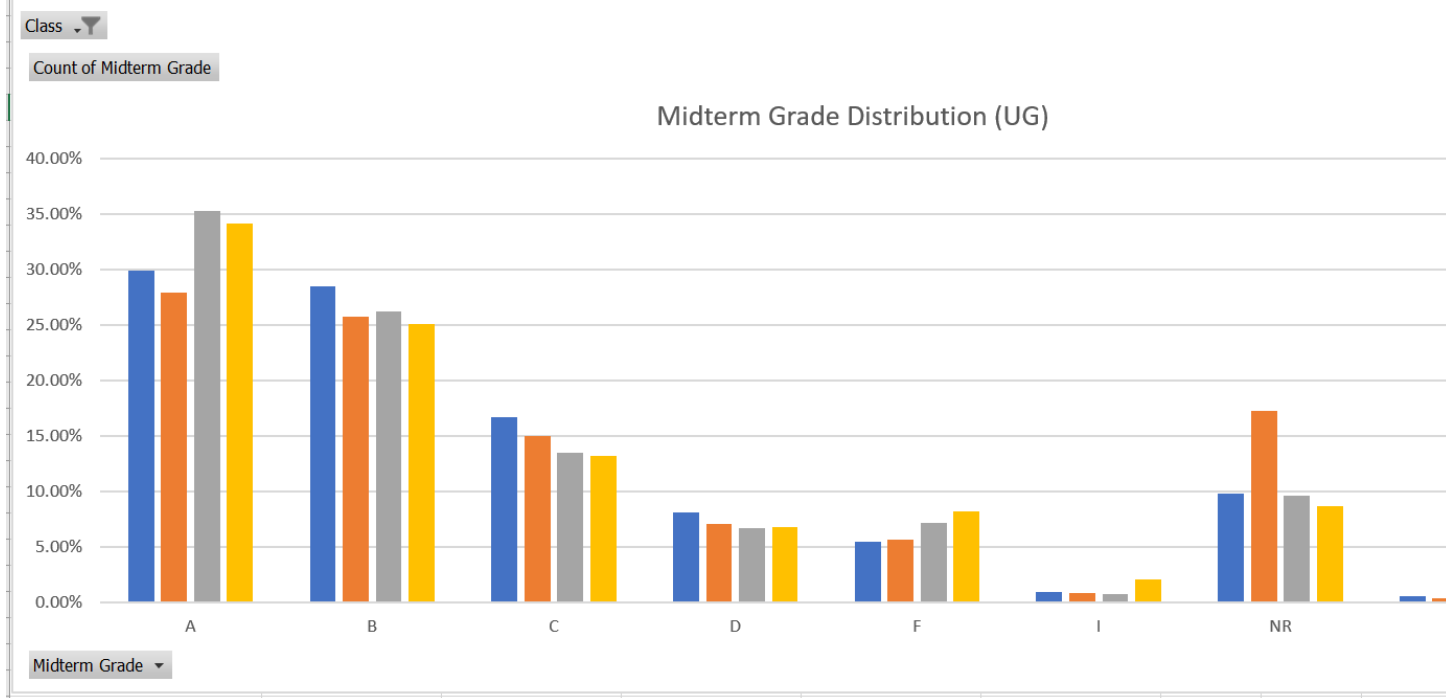
Midterm Grades	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Grand Total
A	838	670	1271	822	3601
B	192	203	217	206	818
C	52	29	41	29	151
D	9	13	13	12	47
F	12	14	19	17	62
I	17	8	22	17	64
NR	2936	2958	2511	3262	11667
P	115	58	129	109	411
Q	6				6
<b>Grand Total</b>	<b>4177</b>	<b>3953</b>	<b>4223</b>	<b>4474</b>	<b>16827</b>



### Midterm Grade Distribution Percent (UG) Fall 2018-2021

Note: Percent used in place of count due to the variability in enrollment from Fall to Fall

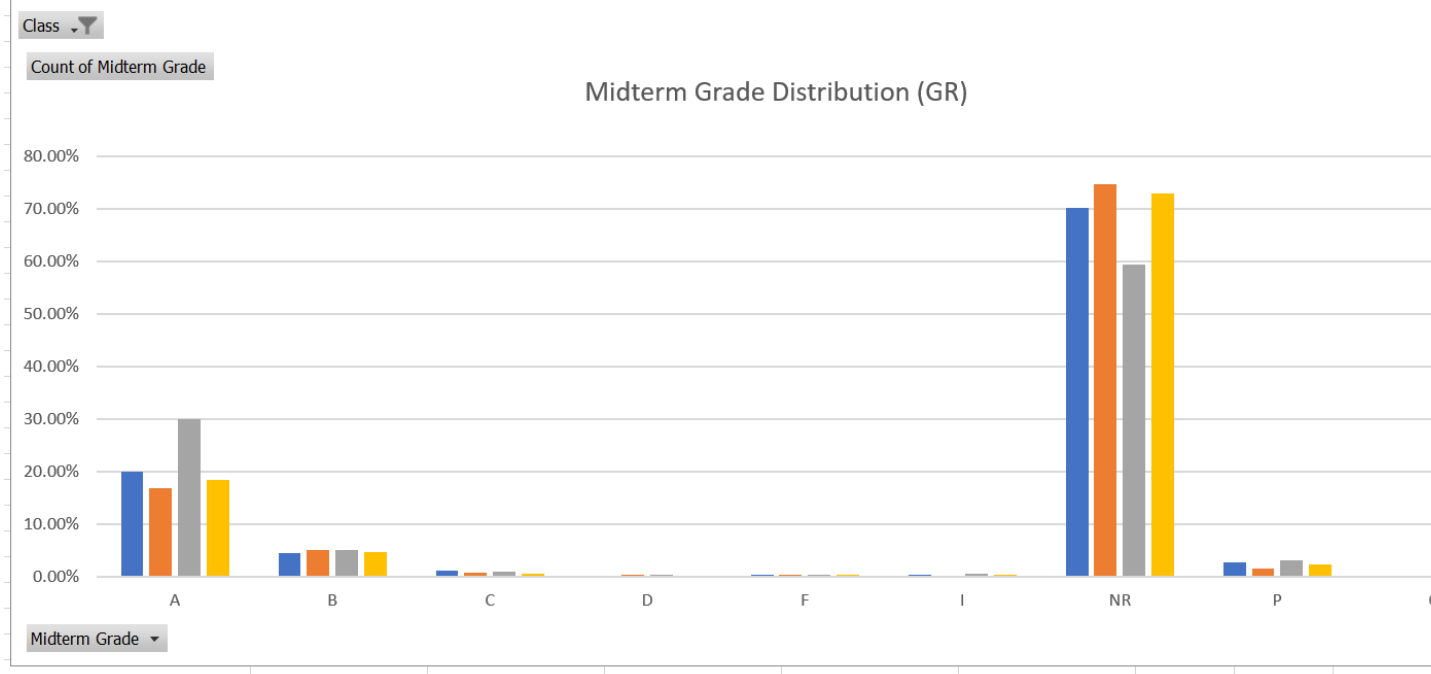
Midterm Grades	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Grand Total
A	29.92%	27.94%	35.31%	34.14%	31.60%
B	28.47%	25.82%	26.28%	25.14%	26.50%
C	16.74%	14.97%	13.50%	13.24%	14.72%
D	8.09%	7.09%	6.73%	6.84%	7.22%
F	5.48%	5.63%	7.21%	8.23%	6.53%
I	0.92%	0.84%	0.74%	2.05%	1.10%
NR	9.83%	17.29%	9.65%	8.65%	11.53%
P	0.56%	0.41%	0.57%	1.71%	0.78%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>



Midterm Grade Distribution Percent (GR) Fall 2018-2021

Note: Percent used in place of count due to the variability in enrollment from Fall to Fall

Midterm Grades	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Grand Total
A	20.06%	16.95%	30.10%	18.37%	21.40%
B	4.60%	5.14%	5.14%	4.60%	4.86%
C	1.24%	0.73%	0.97%	0.65%	0.90%
D	0.22%	0.33%	0.31%	0.27%	0.28%
F	0.29%	0.35%	0.45%	0.38%	0.37%
I	0.41%	0.20%	0.52%	0.38%	0.38%
NR	70.29%	74.83%	59.46%	72.91%	69.33%
P	2.75%	1.47%	3.05%	2.44%	2.44%
Q	0.14%	0.00%	0.00%	0.00%	0.04%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>



Technology Committee (TC)

**Faculty Senate Technology Committee**

Minutes of meeting 11/17/2021

The meeting convened at 12:15 via Zoom.

The discussion about Student Opinion Surveys continued.

Senate President Weiss had asked us to develop a resolution clarifying the policy for routing of Student Opinion Surveys now that they are conducted electronically. FSTC Chair Fields presented a draft resolution reflecting the consensus from our last meeting that simultaneous routing of the SOS results to the Faculty member and their department chair or program director should be the policy. After a very productive discussion, a much-improved resolution was crafted which is in the packet for action on 12/1/2021.

We then returned to discussing ways to incentivize students to complete the SOS. A sentiment was expressed that perhaps this was an issue better dealt with by an administrative office rather than by faculty. We quickly crafted a second resolution effectuating that notion which is also in the packet for 12/1/2021.

Meeting adjourned at 1:30.

Respectfully,  
J. E. Fields



## SPECIAL COMMITTEES

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### Undergraduate Curriculum Forum (UCF)

# Report to the Faculty Senate Undergraduate Curriculum Forum November 18, 2021 Meeting Actions

#### **Actions**

##### **The following new programs were approved:**

- BS Music Therapy
- Certificate in Sustainability Leadership
- Certificate in Geographic Information Systems

##### **The following revised programs were approved:**

- BS Recreation & Leisure Studies CONC: Recreation Management -> BS Recreation & Leisure Studies CONC: Park & Recreation Management
- BS Recreation & Leisure Studies CONC: Recreation & Youth Development → Youth Development & Leadership
- BS Recreation & Leisure Studies CONC: Therapeutic Recreation
- BS Recreation & Leisure Studies CONC: Recreation Administration -> BS Recreation & Leisure Studies CONC: Recreation Administration MS Accelerated Pathway
- BS Recreation & Leisure Studies CONC: Recreation Therapy MS Accelerated Pathway
- BS Sport Management (Online)
- BS Sport Management
- Minor in English Professional Writing
- Minor in Real Estate

##### **The following new and revised courses were approved:**

###### New Course Proposals

- MUT 100 – Introduction to Music Therapy (LEP T1 CT)
- MUT 200 – Receptive Methods in Music Therapy
- MUT 250 – Compositional Methods in Music Therapy
- MUT 300 – Clinical Improvisation in Music Therapy
- MUT 325 – Ethical Issues in Music Therapy
- MUT 341 – Practicum in Music Therapy
- MUT 342 – Practicum in Music Therapy II
- MUT 343 – Practicum in Music Therapy III

- MUT 350 – Multiculturalism in Music Therapy (LEP T2 CC)
- MUT 400 – Psychology of Music (LEP T3)
- MUT 497 – Internship in Music Therapy
- HLS 380 – Cultural Humility for the Healthcare Professional (LEP T3)

#### Revised Course Proposals

- BIO 102 – Biology I
- BIO 103 – Biology II
- BIO 399 – Mammalian Biology
- ECO 305 – Economic Data Analysis
- ENG 498 – Professional Writing Internship
- HLS 400 – Health Informatics
- FIN 457 – Real Estate Finance
- FIN 458 – Seminar in Real Estate
- PCH 204 – Food Selection and Preparation -> PCH 204 Nutrition and Healthy Cooking
- REC 250 – Introduction to Leisure Professions -> REC 250 – Leadership and Professional Development in Recreation and Sport Management
- REC 251 – Recreation & Youth Development
- REC 301 – Internship I
- REC 420 – Organization and Administration of Leisure
- REC 461 – Entrepreneurship in Recreation -> REC 461 - Entrepreneurship in Leisure Services
- REC 470 – Research Methods
- SMT 207 – Adaptive Recreational Sport -> Adapted Sport
- SMT 271 – Foundations of Sport Management
- THR 131 – Principles of Theatrical Design ->THR 131 – Foundations of Theatrical Design

#### **The following W Courses were approved:**

- ENG 371 Literature into Film
- PCH 351 Health in Society

#### **No special topics courses were logged.**

#### **Other Notes**

- Focus groups were held by the LEP Revision Task Force last week. As always, updates on activities of the Task Force can be found on the UCF Confluence site. Email [ucfoffice@southernct.edu](mailto:ucfoffice@southernct.edu) with questions or comments.

Respectfully submitted,  
Meredith Sinclair, UCF Chair  
November 22, 2021

## Graduate Council

Faculty Academic Strategic Planning Committee (FASP)

**Faculty Academic Strategic Plan Committee Meeting**

September 27, 2021, On-line, 12:10pm – 1:00pm.

Meeting Called to Order at 12:10pm.

Present: David Pettigrew, Denver Fowler, Dushmantha Jayawickreme, Krista Prendergast, Zheni Wang, Jia Yu, Mark Pisano, Joyce Taylor.

Absent: Mary Acri, Yan Wei (on sabbatical)

Professor Jayawickreme reported that Professor Pettigrew had been unanimously elected as Chairperson for the year.

The meeting focused on the review and discussion of the goals of FASP's Strategic Vision for Academic Excellence which had been approved as Faculty Senate Resolution S-2018-11:

[<http://www2.southernct.edu/faculty-staff/faculty-senate/S%202018%2011%20ResolutionEndorsingFSAcademicStrategicPlanCommitteeVision.pdf>]

The committee decided to focus, for the Fall semester, on advocating for the implementation of Goal 7 of our Strategic Vision for Academic Excellence: [Promote the academic achievement of our students by establishing appropriate class sizes of no more than 20 students per section for courses that emphasize written communication, including “W” \(writing intensive\), as well as Tier I LEP courses, “Inquiry” and “Critical Thinking”.](#)

FASP agreed to hold online meetings from 12:10pm to 1:00pm on the following dates:

October 11; October 25; November 8; December 6.

Meeting Adjourned 1:00pm.

Respectfully submitted,

Professor Pettigrew, Chairperson

## **Faculty Academic Strategic Plan Committee Meeting**

October 25, 2021, On-line, 12:10pm – 1:00pm.

Meeting Called to Order 12:10pm.

Present: David Pettigrew, Denver Fowler, Krista Prendergast, Jia Yu, Mark Pisano, Joyce Taylor, Mary Acri.

Absent: Zheni Wang, Dushmantha Jayawickreme, Yan Wei (on sabbatical)

The Committee continued its reflection on the realization of Goal 7 of our Strategic Vision for Academic Excellence: [Promote the academic achievement of our students by establishing appropriate class sizes of no more than 20 students per section for courses that emphasize written communication, including “W” \(writing intensive\), as well as Tier I LEP courses, “Inquiry” and “Critical Thinking”](#)

**Dr. Marie Basile McDaniel, History Professor and Director of the Writing Center,** attended our meeting and shared her perspective on the virtues of limiting enrollments in INQ, Critical Thinking, and W classes to 20 in order to support our students’ learning and their success.

The committee discussed the idea of advocating for a pilot reduction of enrollments in INQ Critical Thinking, and W classes to no more than 20 students, for 4-6 years, beginning in the Fall of 2022, during which time data would be collected on various dimensions of student achievement.

Meeting Adjourned 1:00pm.

Respectfully submitted,

Professor Pettigrew, Chairperson

## **Faculty Academic Strategic Plan Committee Meeting**

October 11, 2021, On-line, 12:10pm – 1:00pm.

Meeting Called to Order 12:10pm.

Present: David Pettigrew, Denver Fowler, Dushmantha Jayawickreme, Zheni Wang, Jia Yu, Mark Pisano, Joyce Taylor, Mary Acri.

Absent: Krista Prendergast, Yan Wei (on sabbatical)

The meeting focused on the review and discussion of goal 7 of FASP's Strategic Vision for Academic Excellence--which had been approved as a Faculty Senate Resolution S-2018-11-- to cap enrollments in INQ, Critical Thinking, and W classes at 20: [Promote the academic achievement of our students by establishing appropriate class sizes of no more than 20 students per section for courses that emphasize written communication, including "W" \(writing intensive\), as well as Tier I LEP courses, "Inquiry" and "Critical Thinking".](#)

**Nicole Henderson, Director of FYE** attended our meeting and shared her perspective on the virtue of limiting enrollments in INQ, Critical Thinking, and W classes at 20 to support our students' learning.

Meeting Adjourned 1:00pm.

Respectfully submitted,

Professor Pettigrew, Chairperson

## **Faculty Academic Strategic Plan Committee Meeting**

November 8, 2021, On-line, 12:10pm – 1:00pm.

Meeting Called to Order 12:10pm.

Present: David Pettigrew, Dushmantha Jayawickreme, and Krista Prendergast

Absent: Zheni Wang, Jia Yu, Mark Pisano, Joyce Taylor, Mary Acri, Denver Fowler, Yan Wei (on sabbatical)

The Committee continued its reflection on the realization of Goal 7 of our Strategic Vision for Academic Excellence: [Promote the academic achievement of our students by establishing appropriate class sizes of no more than 20 students per section for courses that emphasize written communication, including “W” \(writing intensive\), as well as Tier I LEP courses, “Inquiry” and “Critical Thinking”.](#)

**Meredith Sinclair, UCF Chairperson**, attended our meeting and shared her perspective on the virtues of limiting enrollments in INQ, Critical Thinking, and W classes at 20 so as to support student achievement.

The committee reflected further on the idea of advocating for a pilot reduction of enrollments in INQ, Critical Thinking, and W classes to no more than 20 students, for 4-6 years, beginning in the Fall of 2022, during which time data would be collected on various dimensions of student achievement.

Meeting Adjourned 1:00pm.

Respectfully submitted,

Professor Pettigrew, Chairperson

**SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE**

Resolution Regarding Operating Expense Allocation

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, Section 9.4.7 of the Collective Bargaining Agreement between the Connecticut State University American Association of University Professors and Board of Regents for Higher Education (CBA) specifies that “Each University will allocate funds from its annual budget to departments for the purchase of equipment and supplies,” said funds referred to herein as operating expense (OE) funds or OE allocations;

Whereas, Section 9.4.7 of the CBA specifies that “The allotments [of OE funds] will be made by the local University administration after consultation with the departments involved”;

Whereas, Section 5.16 of the CBA specifies that “A department shall make its decisions by majority vote of its full-time members, except where otherwise provided by this Agreement or in the department’s bylaws”;

Whereas, Some academic programs also receive an OE allotment;

Whereas, Funds allocated to departments and programs belong to all members of respective units;

Whereas, Therefore, the substance of department and program consultation on OE allotments shall be guided by majority vote of full-time members or other decision-making process specified in a department’s or program’s bylaws;

Whereas, Practices vary widely among departments and programs with regard to the participation of faculty members in framing requests for and determining the use of OE funds, and the provision of information to full-time members about the availability of OE funds to support the work of the department or program and its members;

Whereas, It is understood that the Department Chair and Secretary often manage and track OE funds allocated to a department;

Whereas, OE allocations are a valuable resource that must be handled with transparency;



and

Whereas, The Faculty Senate wishes to promote the involvement of the faculty in developing departmental budget requests and plans for using OE funds; now, therefore, be it

*Resolved*, That to maintain transparency in the acquisition and use of OE funds, academic department and program bylaws shall include processes for ensuring that full-time faculty members shall be included in developing OE budget requests and approving OE allocation spending plans, and shall be informed about the amount and status of departments' and programs' OE allocations on a regular basis, at least including reports by December 1, March 1 and the end of the fiscal year; and be it further

*Resolved*, That upon approval of this resolution all full-time faculty shall be informed of its content and purpose through direct communication from the Faculty Senate.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE  
Resolution Regarding Routing of Results from Electronic Student Opinion Surveys

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, Student Opinion Surveys provide important feedback on teaching for Faculty members, information for faculty evaluations, and provide an opportunity to address student concerns;

Whereas, The Collective Bargaining Agreement requires that “The procedure for collecting, routing, and disposition of the [Student Opinion] surveys shall be recommended by the Senate and approved by the President;”

Whereas, Past practice for paper surveys was that Department Chairs received Student Opinion Surveys and the associated statistical summaries and then forwarded them to Faculty members;

Whereas, The delivery of Student Opinion Surveys has been changed from a paper to an online process necessitating a formalization of the process for distribution of results; and

*Resolved*, That the results of Student Opinion Surveys in Fall and Spring semesters shall be routed simultaneously to the Faculty member and the relevant Department Chair or Program Director after final grades have been submitted; and be it further

*Resolved*, That for all other semesters, the routing of Student Opinion Surveys for part-time Faculty will be governed by Department bylaws as specified in the Collective Bargaining Agreement.

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE  
Resolution Regarding Increasing the Response Rate of Electronic Student Opinion Surveys

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, Student Opinion Surveys provide important feedback on teaching for Faculty members, information for faculty evaluations, and an opportunity to address student concerns;

Whereas, The response rates for Student Opinion Surveys have been very low since the changeover to online surveying;

Whereas, An incentive program may increase the response rate; and

Whereas, Offering students time to complete Student Opinion Surveys during class meetings may increase the completion rate; now, therefore, be it

*Resolved*, That the Provost, in consultation with the Faculty Senate and the Student Government Association, shall implement a program for incentivizing the completion of Student Opinion Surveys; and be it further

*Resolved*, That the Provost shall send a message every semester to the faculty to encourage the allotment of class time for the completion of the surveys.

# SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

## Resolution Regarding a Statement on Freedom of Expression

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, SCSU is a university focused on social justice;

Whereas, Social justice is the view that everyone deserves equal economic, political and social rights and opportunities (National Association of Social Workers);

Whereas, SCSU has a responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it;

Whereas, Because SCSU is committed to free and open inquiry in all matters, it guarantees all members of the SCSU community the broadest possible latitude to speak, write, listen, challenge, and learn;

Whereas, A student's grades and an employee's employment status should not be affected by their opinions alone; and

Whereas, Although members of the SCSU community are free to criticize and contest the views expressed on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe; now, therefore, be it

*Resolved*, That SCSU adopt the following statement on freedom of expression:

**All university employees and students have the right to express their logically or factually substantiated opinions or ideas in the proper venue and time without repercussions.**