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AGENDA
May 4, 2022
12:10 p.m.

To join the meeting, please click here to be connected via Zoom. Alternatively, copy and paste this link:
https://southernct-edu.zoom.us/j/87539184599?pwd=Skl5TFh1Z3FCcVZPczNkN0VwaS9TZz09

I. Election of the Faculty Senate President

II. Election of the Faculty Senate Treasurer

III. Announcements Relevant to the Faculty Senate

IV. Approval of Minutes of Previous Meeting held on April 27, 2022

V. Faculty Senate President’s Report

VI. Reports of Faculty Senate Standing Committee
   a. Academic Policy
   b. Elections
   c. Finance
   d. Personnel Policy
   e. Rules
   f. Student Policy
   g. Technology

VII. Reports of Faculty Senate Special Committees
   a. UCF
   b. Graduate Council

VIII. Unfinished Business
   a. Revisions to the Department Chairperson Document
   b. Approval of UCF Documents (Flow of Proposals, UCF Bylaws, UCF Constitution)

IX. New Business
   a. Resolution Regarding The Composition Of The CSU Professorship Advisory Committee

X. Guest(s)
   a. Stephen Hegedus, Dean of the College of Education, and Trever Brolliar, Director of Academic Technology; Blackboard Assessment Software.

Spring 2022
Full Faculty Senate Meetings:
1/26, 2/9, 2/23, 3/9, 3/30, 4/13, 4/27, 5/4
Standing Committee Meetings:
1/19, 2/2, 2/16, 3/2, 3/23, 4/6, 4/20
UNAPPROVED MINUTES OF APRIL 27, 2022
https://inside.southernct.edu/faculty-senate/meetings
The 14th Meeting of the Faculty Senate AY 2021-2022 was held on April 27, 2022, at 12:10 p.m. via Zoom.

<table>
<thead>
<tr>
<th>Attendance</th>
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<tbody>
<tr>
<td>Dave Allen Accounting 12/14</td>
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<td>Matthew Ouimet Counseling 14/14</td>
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<td>Sandip Dutta Finance 9/14</td>
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<td>Shibiao &quot;Bill&quot; Ding Marketing 14/14</td>
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<td>Rex Gilliland Philosophy 14/14</td>
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<td>Angela Lopez-Velasquez Special Education 11/14</td>
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<td>William Farley* Anthropology 10/14</td>
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<td>Natalie Starling Counseling &amp; School Psychology 14/14</td>
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<td>Lawrence Brancazio Health &amp; Movement Sciences 14/14</td>
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<tr>
<td>Joe Fields Mathematics 14/14</td>
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<td>Christine Broadbridge Physics 14/14</td>
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<td>Douglas Macur Theatre 11/14</td>
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<td>Melanie Uribe Art 14/14</td>
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<td>Helen Marx Curriculum &amp; Learning 13/14</td>
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<td>Robert Gregory Health &amp; Movement Sciences 14/14</td>
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<td>Klay Kruczek Mathematics 14/14</td>
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<td>Jonathan O'Hara Political Science 9/14</td>
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<td>Luke Elderts World Languages &amp; Literatures 14/14</td>
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<td>Kevin Siedlecki* Athletics 8/14</td>
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<td>Maria Diamantis Curriculum &amp; Learning 14/14</td>
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<td>Troy Paddock History 14/14</td>
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<td>Jonathan Irving* Music 5/7</td>
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<td>Christopher Budnick Psychology 5/7</td>
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<td>Sean Grace Biology 11/14</td>
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<td>Dushantha Jayawickreme Earth Science 14/14</td>
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<td>Carmen Coury History 14/14</td>
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<td>Andrea Adimando* Nursing 8/13</td>
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<td>Kate Marsland Psychology 13/14</td>
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<td>Deborah Weiss Faculty Senate President 14/14</td>
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<td>Mina Park Business Information Systems 14/14</td>
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<td>Jia Yu Economics 14/14</td>
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<td>Yan Liu Information &amp; Library Science 14/14</td>
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<td>Kelly Martinez Nursing 7/14</td>
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<td>William Faracas Public Health 14/14</td>
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<td>Jeff Webb Chemistry 14/14</td>
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<td>Peter Madonia Educational Leadership 11/14</td>
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<td>Cindy Simoneau Journalism 14/14</td>
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<td>Obiageli Okwuka Part-time Faculty 14/14</td>
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<td>Michael Dodge Recreation, Tourism &amp; Sport Management 14/14</td>
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<td>Meredith Sinclair Undergraduate Curriculum Forum 14/14</td>
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<td>Barbara Cook Communication Disorders 14/14</td>
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<td>Mike Shea English 14/14</td>
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<td>Patrick Crowley Library Services 11/11</td>
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<td>Michele Delucia Part-time Faculty 11/11</td>
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<td>Sebastian Perumbilly Social Work 14/14</td>
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<td>Cynthia O’Sullivan Graduate Council 12/14</td>
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<td>Wes O’Brien Communication, Media &amp; Screen Studies 12/13</td>
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<td>Paul Petrie English 14/14</td>
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<td>Jacqueline Toce Library Services 13/14</td>
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<td>Michael Sormrude Part-time Faculty 11/11</td>
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<td>Stephen Monroe Tomczak Social Work 13/14</td>
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<td>Kyle Mashia-Thaxter Student Government Association 14/14</td>
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<td>Alaa Sheta Computer Science 14/14</td>
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<td>Matthew Miller Environment, Geography &amp; Marine Studies 13/14</td>
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<td>Carol Stewart Management, International Business &amp; Public Utilities 12/14</td>
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<td>Virginia Metaxas Part-time Faculty 10/14</td>
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<td>Gregory Adams Sociology 11/14</td>
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<td>Dr. Joe Bertolino SCSU President 9/14</td>
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<td>Guests:</td>
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<td>T. Bennett A. Smyth</td>
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<td>C. Hlavac T. Tyree</td>
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<td>R. Prezant M. Walker-Pickett</td>
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<td>An asterisk denotes an absence. Overall attendance recorded below each member.</td>
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Faculty Senate President D. Weiss called the 14th meeting of the Faculty Senate to order at 12:10 p.m.

I. Announcements
   A. B. Cook: Encouraged faculty to watch the video of President Bertolino’s Town Hall (transcript here).
   B. C. Broadbridge: Undergraduate and Graduate Research Activity Conferences, April 30th and May 2nd, respectively. https://www.southernct.edu/creative-conference.
   C. J. Fields: Join the University Band on April 28, 2022, at 7:30 p.m. in Garner Recital Hall (Engleman C112) for a live performance.
   D. J. Fields: NES/Mathematical Association of America will hold its Spring 2022 meeting on our campus June 3-5.
   E. K. Kruczak: Botany Club is having a plant sale in the Engelman Rotunda.
   F. S. Dutta: The Finance Department will change its name to the Finance and Real Estate Department.
   G. K. Mashia-Thaxton: Announced that he has been elected SGA President for next year. Also, on Monday May 2 at 1 p.m. in Engleman B121, the SGA will be inaugurating the new executive board and celebrating our graduating seniors with food, a video, speeches, awards, and more. All faculty are welcome to join.

II. Minutes of the previous meeting held on April 13, 2022, were accepted as distributed. https://inside.southernct.edu/faculty-senate/meetings

III. Faculty Senate President’s Report
     https://inside.southernct.edu/faculty-senate/meetings

IV. Reports of Faculty Senate Standing Committees
   A. Reports of the Standing Committees were received.

V. Reports of the Special Committees
   A. Reports of the UCF and the Grad Council were received.
   B. Grad Council (C. O’Sullivan): B. Cook has been elected Graduate Council Chairperson. Secretary will be C. McPherson. A vice-chairperson will be elected at a later time.

VI. New Business
   A. Nominations for Faculty Senate President.
      iv. Nominations will still be accepted at the next regular meeting (May 4). Nominees can send a 1-page single-spaced statement to be included in the packet. Nominees will have two to three minutes during the next meeting to speak.

   B. N. Starling (PPC) moved to approve the Resolution For Revisions to The Promotion and Tenure Procedures and Renewal Procedures.
      i. W. Faraclas moved to include “including the current year” to statements within the documents that refer to a candidate’s “years in rank”.

5
1. Seconded.
2. Motion **Approved** through unanimous consent.

ii. After discussion, it was suggested that the PPC review the “Professional Attendance & Participation” category during the next year’s business.

iii. Vote tally
   1. Yes .........................................39
   2. No .........................................0
      a. The motion to approve the Resolution **passed** unanimously.

C. N. Starling (PPC) **moved to approve** the Resolution for Information Regarding the Adoption of the Promotion and Tenure Guidebooks.
   i. Vote tally
      1. Yes .........................................42
      2. No .........................................1
         a. The motion to approve the resolution **passed**.

D. J. Fields (TC) **moved to approve** the Resolution Regarding Faculty Statement to Encourage Student Completion of Student Opinion Surveys.
   i. Vote tally
      1. Yes .........................................33
      2. No .........................................6
         a. The motion to approve the resolution **passed**.

E. J. Webb (RC) **moved to approve** the Resolution Regarding Proposed Changes to the Chairperson Document.
   i. W. Farclas **moved to strike** “emerges as one of the preferred choices” and insert “accepts nomination” from II.G.1.(b). **Seconded**.
      1. Vote tally
         a. Yes .........................................35
         b. No .........................................6
            i. The motion to amend the resolution **passed**.
   ii. W. Farclas **moved to strike** “resign from” and insert “recuse from service on” from section II.G.1.(b). **Seconded**.
      1. L. Brancazio **moved to amend the amendment** by striking “either” and “or decline candidacy for the Chairpersonship”. **Seconded**.
      2. Vote tally
         a. Yes .........................................37
         b. No .........................................0
            i. The motion to amend the amendment **passed** unanimously.
      3. M. Shea **moved to add** to section II.G.1.(b). “in the Chairperson selection process”.
         a. The motion to amend the amendment **passed** with unanimous consent.
      4. R. Gregory **moved to strike** from section II.G.1.(b). “of the department”. **Seconded**.
         a. The motion to amend the amendment **passed** with unanimous consent.
5. The motion to amend the resolution **passed** with unanimous consent.

iii. W. Farclas **moved to insert** in section II.G.1.(b). “The Department Personnel Committee shall communicate to the Department’s full-time faculty a complete report of the names and number of votes for all votes cast in the preferential poll”. **Seconded.**

1. M. Diamantis **moved to adjourn. Seconded.**

VII. Adjournment

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

_______________________________________
L. Eilderts
Secretary
SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE
Resolution For Revisions to The Promotion and Tenure Procedures and Renewal Procedures

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

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

 Whereas, Through the process of shared governance the Faculty Senate worked collaboratively across multiple years with multiple entities across the university to gather input and information from relevant parties, including the Chief Academic Officer, Deans of the Colleges/School, faculty representatives across the university, and AAUP; AND

 Whereas, The Faculty Senate recognizes that, to further academic excellence, procedures for the evaluation of full-time faculty members for promotion and tenure, as well as renewal, are in need of periodic review and revision as stated in Part VI of the Promotion and Tenure Procedures Document; now, therefore, be it

 Resolved, That, effective beginning in the Fall semester of 2022, the Faculty Senate establishes the following revisions to the Promotion and Tenure Procedures Document (dated September 15, 2021) and Renewal Procedures Document (dated September 15, 2021), to

 1. Add reference to an Article of the Collective Bargaining Agreement to Part II.B.3.e.;
 2. Add clarification regarding candidate submission of written notice of withdrawal to Part III.A.1.e.;
 3. Revise language for increased clarity to Part III.C.1.h.;
 4. Add clarification and revision regarding election of Committee members to Part III.F.2. and Part III.F.4.;
 5. Address missing terminology in Part III.G.2. and Part III.H.2.;
 6. Add clarification regarding computing ballots in Part IV.C.3; and
 7. Add clarification regarding years in rank in parts II.B.2.e, II.B.3.e, and II.B.4.e.

 To review these documents please click on the links below. You will need to be signed in with your Southern credentials to view them. If you have any issues, please contact the Faculty Senate Secretary.

 - P&T Procedures Document with track changes
 - P&T Procedures Document (clean copy)
 - Renewal Procedures Document with track changes
 - Renewal Procedures Document (clean copy)
Resolution For Information Regarding the Adoption of the Promotion and Tenure Guidebooks

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

Whereas, The Faculty Senate recognizes, to further academic excellence, its responsibility to review information related to the evaluation of full-time faculty members for promotion and tenure, as well as renewal, including the review of existing advisory documents;

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

Whereas, To fulfill the aforementioned responsibility, the Personnel Policy Committee (PPC) was directed by the Executive Committee of the Faculty Senate to review and revise the existing Promotion and Tenure Guidebooks to ensure that language within the guidebooks aligns with the Promotion and Tenure, and Renewal, Procedures documents; and

Whereas, The Personnel Policy Committee (PPC) of the Faculty Senate worked collaboratively with multiple current representatives from the Promotion and Tenure Committee and consulted with AAUP for input and information to assist with its work; now, therefore, be it

Resolved, That, effective beginning in the Fall semester of 2022, the Faculty Senate establish its adoption of the Promotion and Tenure Guidebooks (dated April 20, 2022) as a responsibility of the Faculty Senate, with the accompanying revisions to previous version of the document, the Promotion and Tenure Guidebooks (dated September 2020), to

1. Improve consistency and language/terminology, both within the aforementioned document and with the existing Promotion and Tenure Procedures Document;
2. Update wording to reinforce the existing Promotion and Tenure Procedures Document’s ethos that candidates shall have control and remain in control of their file; and
3. Add clarification to better reflect the intent of the documents.

To review these documents please click on the links below. You will need to be signed in with your Southern credentials to view them. If you have any issues, please contact the Faculty Senate Secretary.

- P&T Guidebook for Athletic Coaches (track changes)
- P&T Guidebook for Athletic Trainers (track changes)
- P&T Guidebook for Counselors and Library Faculty (track changes)
- P&T Guidebook for Teaching Faculty (track changes)
Resolution Regarding Faculty Statement to Encourage Student Completion of Student Opinion Surveys

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

Whereas, 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.”; now, therefore, be it

Resolved, That faculty be provided a sample email that may be used to encourage student participation this semester in the completion of Student Opinion Surveys¹; and be it further

Resolved, That faculty be provided a sample statement(s) that may be added to their syllabi that will encourage students to complete Student Opinion Surveys; and be it further

Resolved, That the sample email and statement(s) be disseminated to faculty and made available in various online locations.

¹ In addition to the department-approved evaluation instruments referenced in this document, as always, faculty may gather student feedback at any time to utilize in whatever manner they so choose.
Report to the Faculty Senate
Undergraduate Curriculum Forum
April 28, 2022 Meeting Actions

Actions
Motions to Approve Minor Changes to Bylaws for NMC and LEPC – both sets of minor revisions were approved.
Motion to Approve the TAP Framework 30 Revised Student Learning Outcomes – The motion was approved. Southern’s approval of the revised SLOs will be communicated to TAP-FIRC.

Motion from LEPC to Revise the LEP - Discussion
Discussion continued on the proposed revisions to the LEP. No vote on the main motion was taken. Discussion will continue May 5.
Motion to Amend the LEP Revision Motion: Leave Global Awareness and Cultural Expressions as two distinct categories in Explorations instead of collapsing them. Eliminate one Explorations elective to leave the number of credits in Explorations the same. Amendment was voted down

Election of UCF Chair for AY 22-23 - Meredith Sinclair was reelected as chair of the UCF (3rd term).

Course & Program Proposals
The following new program was approved:
1. Minor in Political Economy

The following revised programs were approved:
Revised Minor Proposals
1. none

Revised Program Proposals
1. History changes to Multiple Programs – History BA, History BS (7-12), History BS (7-12) MA Accelerated Pathway

The following new and revised courses were approved:
New Course Proposals
1. JST 305 – Antisemitism (LEP T3)
2. PHI 219 – Race, Ethnicity & Immigration (LEP T2AE)
Revised Course Proposals
none

The following W Courses were approved:
   1. none

The following special topics courses were logged:
   1. none

Other Notes
   1. Special meetings of UCF on May 5 (9:35-10:50) and May 14 (8-10am – exam schedule – if needed)
   3. WACC has approved and shared a proposal for assessment of writing across the curriculum.
      UCF will review the proposal in the fall to allow for adequate discussion. WACC and StAR will coordinate about a proposed implementation plan.

Respectfully submitted,
Meredith Sinclair, UCF Chair
May 2, 2022
Resolution Regarding Proposed Changes to the Chairperson Document

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; and

Whereas, The Faculty Senate is responsible for making changes to the Chairperson Document; now, therefore, be it

Resolved, That the following changes regarding the Chairperson Document (see attached for proposed changes to the document) be approved. (see below for a summary of the proposed changes):

To review this document please click on the links below. You will need to be signed in with your Southern credentials to view them. If you have any issues, please contact the Faculty Senate Secretary.

- Proposed Changes to the Chairperson Document (with track changes)
  - We are currently discussing II.G.1.(b), on page 5 (highlighted in green).
- Proposed Changes to the Chairperson Document (clean copy)
  - Please note that this document does not take into account the approved amendments made at the April 27th meeting.
(These proposed changes were based on issues and advice brought to the attention of the Senate by Faculty Members, E-Board, Deans, AAUP advice, etc.)

The following is a general summary of the substantive changes being proposed by the Rules Committee: (grammatical changes not included)

1.) The Title of the document changed to reflect the nature of the document. (The document covers the election procedures of the chairperson not really other aspects of the position.)
2.) Wherever possible references were changed to they or them.
3.) Wherever possible references to full-time faculty were changed to Tenure/Tenure-Track faculty.
4.) Under term of office of department chairperson 2. “If a vacancy occurs during a term a term of office, a newly elected Department Chairperson shall serve the remainder of the academic year in which the vacancy occurs”. Previously this clause also had “plus a term of the next three academic years”. The committee strongly felt this was too long for a presumably quickly elected member. (Since this clause refers to an unplanned vacancy the committee felt departments needed more time to elect anyone a typical term of office.)
5.) additionally the document now refers to the AAUP contract section which does apply to this situation:
The contract states the following in Article 5.24

5.24 Department Chairpersons, Academic Division Directors, Area Directors and Interdisciplinary Program Directors shall be selected in accordance with university procedures. These members shall serve until completion of their terms as specified by university policy.

Upon such resignation, university procedures for the selection of Chairpersons, Academic Division Directors, Area Directors and Interdisciplinary Program Directors shall be used to determine a replacement. Such procedures shall be expedited with final selection taking place within thirty (30) days from the date of the vacancy. During the interim the President may appoint a member in an acting capacity to fill the vacancy.

6.) Furthermore, we propose to add “note: If chairperson vacancy occurs with less than 30 days left in the spring semester or over the summer, the appointed member will serve until an election can occur.”

7.) Cleaned up some duplicate references to DPC members resigning if they become a candidate.

8.) Under the “Recommendation of the Department Section C”. Based on several issues brought forth to the committee about this section, we propose it read as “The Department Personnel Committee will communicate the names, and the number of 1st, 2nd, and 3rd preference of the members that have accepted their nomination in the preferential poll to department members and the Dean within seven (7) calendar days.”
9.) Under Department Recommendation Presented to the Appropriate Dean: We recommend to change the language to: “The Department Personnel Committee shall inform the appropriate Dean or the Division Director in writing of the one (1) to two (2) names recommended by the department for the position of Department Chairperson and ordered according to the department’s preference.” This statement has caused some confusion with several departments feeling that had to submit 3 names (the language previously said 3) to the dean.

10.) Under L: Impasse Procedures 1.: We propose to move the language: No member of the involved department may serve on the Impasse committee.

The large majority of the rest of the proposed changes are minor changes such as: grammar, correcting timelines, etc.
UCF Documents (Flow of Proposals, UCF Bylaws, UCF Constitution)

To review these documents please click on the links below. You will need to be signed in with your Southern credentials to view them. If you have any issues, please contact the Faculty Senate Secretary.

- UCF Flow of Proposals
- UCF Bylaws
- UCF Constitution
RESOLUTION REGARDING THE COMPOSITION OF THE CSU PROFESSORSHIP ADVISORY COMMITTEE

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, Within the context of shared governance faculty participation furthers such excellence;

Whereas, The Faculty Senate is charged with maintaining and filling All-University committees;

Whereas, Membership of All-University committees shall have faculty representation from each college/school; and

Whereas, The Faculty Senate strives to maintain efficient All-University committees; now, therefore, be it

Resolved, That the committee eligibility requirements be listed as

(a) Full-time faculty member
(b) Tenured
(c) Associate Professor or higher, or the equivalent for Counselors, Librarians, Athletic Trainers, and Coaches
(d) One (1) member from each college/school and four (4) at-large members
(e) No two (2) from the same department may serve
(f) No more than three (3) members belonging to any one unit (College/School, Library, Counseling, Athletic Training, or Coaching);

and be it further

Resolved, That the Faculty Senate Election Committee shall develop a mechanism for dealing with expiring terms on the committee that arise. Affected SCSU documents shall be revised to conform to the new committee structure.
Faculty Senate President Election

Nominees were allowed the opportunity to submit a one- to two-page statement prior to the election.

Natalie Starling

May 2, 2022

Dear colleagues,

I am honored to be a candidate for Faculty Senate President, especially at this transition period for Southern. To say the past three academic years have challenged us with unknowns is an understatement, and the transition period will certainly continue--and perhaps even accelerate to an “upheaval”--so the immediate future for both the institution and the Senate has considerable unknowns. I do not believe I have the answers, but I do believe my understanding of concepts, processes, and people will help me shepherd the Senate at this challenging time.

My perspective on the requirements for the Senate President role has been shaped slowly over time because of my opportunity to learn from current and past leadership, both on Senate and across our institution. Consequently, I believe the Senate presidency requires stewardship skills, not only in supporting the faculty’s representative body, but also serving as a faculty ambassador to all institutional stakeholders as everyone navigates this period of change. More particularly, the next Faculty Senate President needs

• experience with challenging and controversial topics,
• a broad and deep understanding of transitions, particularly with how groups with varying needs navigate, cope, and adjust,
• a sensitivity not only to the impact and pace of change, but also to the optics of how change is brought about, and
• a sensitivity to emerging divisive variables, and the ability to address them through strong listening and observation skills such that alternative perspectives are heard.

I believe my candidacy meets the above requirements. My 5 years’ experience on Senate, and as chair of the Personnel Policy Committee (PPC), has provided me the opportunity to shepherd multiple challenging and controversial topics--and not all those efforts amounted to successful change. Yet this has not discouraged me or caused me discomfort. In fact, I believe experiencing both success AND failure is imperative for the role of Senate President.

My personal and professional background has made major transitions, adjustments, and continual change primary themes in my journey. I’ve often had a “foot in both worlds” of generational experiences, needs, and philosophies. These experiences taught me to appreciate being observant of divisive variables. I view the Senate President role through the same lens I viewed my role as PPC chair: it is not about me; it is about the group I am supporting. Some positions support opinion and contribution, while others require more impartiality. My contribution is shepherding, to create space for decisions to be made. This may differ from the role of Senate President, where declaring a position is sometimes important, but sometimes the opinion of leadership can be a problematic variable. Declaring a position has potential to alienate others and create barriers to conversation and
communication. Most importantly, understanding that alternative perspectives will always persist is a critical aspect of leadership at this level.

Ultimately, I view leadership decisions as oftentimes requiring that my opinion not be inserted because the impending decisions are not mine, but the group’s. If put in a position where a decision by the Senate President must be made, I will approach such a decision knowing that faculty representation is the duty of the Senate President.

In closing, I approach the opportunity having 6 years of experience as a faculty member, with many more years of meaningful connection to our institution. As a proud Southern alum, teaching in the program I graduated from, I share an appreciation for student perspectives. My connection to the university goes back much further. Before and throughout high school, I was training here with the recreational swim team under Southern’s coaching. I swam with the team when Southern sent a student athlete to Olympic trials; I remember when Wintergreen parking garage was a parking lot and when the Pelz pool had water. A long time afterward, I graduated Southern and went on to be a school psychologist here in CT, in the same school district, and at the same time, our current US Secretary of Education was a school principal. These educational environments shape future leaders. Southern and its people continue to be important to me. If I am entrusted with such an important role at our institution, I will uphold it honorably.

Natalie R. Starling, Ph.D., NCSP, BCBA
Licensed Behavior Analyst | Licensed Psychologist in CT
Associate Professor, Southern Connecticut State University, StarlingN1@southernct.edu
Dear Faculty Senate Colleagues:

I am writing this to express my interest to become the incoming Faculty Senate President for SCSU. During my years at SCSU I have held a multitude of positions throughout the university where I have developed a unique background as a student, an adjunct faculty, and a tenured associate professor. In addition to my time as a student and faculty member, I have also served in a variety of leadership roles across campus ranging from chairperson of two different departments (Chemistry and Music), co-facilitator of the chair’s council, and most recently I have served as the Interim Director of Faculty Development.

As we start the transition to a post-pandemic world, we as faculty need to adjust. We need to be mindful of all the various pressure that all members of the university face (staff, students, administrators, faculty, etc.) as we all adjust to the new realities that exist. As Senate President I would always try to keep this in mind and be mindful of the impact that senate decisions can have on the entire SCSU community. I believe that we need to work smarter. Therefore, I will work to identify any redundancies in University Committees and see if there are opportunities to streamline the process. I believe in compromise and I think shared governance is the foundation of what we do on the Senate here at Southern. While we have a vital role here at SCSU, we need to recognize that administration also plays a fundamental role in moving the university forward. We must be willing and ready to work with administration to move the university forward as we address the challenges of a Post-COVID world. While my priority will always be to represent the faculty, I want to work with administration as partners as we work together to develop new university priorities and initiatives to direct SCSU’s next few years.

The Faculty Senate is a critical part of this University. The Senate president plays a vital role representing faculty interests, issues, and desires as they work with administration on solutions. The senate president needs to be mindful and have the experience to be able to respond to faculty issues as they arise. I believe that I have that experience, since I have been on special appointment, worked as an adjunct faculty, as well as a tenured associate professor in the chemistry department. Moreover, I have experience as chair of two very different departments, music and chemistry, where I gained knowledge in the wide range of needs of these groups of faculty. Most recently, my work as the interim director of faculty development has given me insight into a wider variety of faculty needs throughout campus as I have been planning university-wide events like the Faculty Forum and the Teaching Academy, in addition to working with various committees charged with deciding the teaching awards and recommending proposals for grant funding.

As the elected body of the faculty the Senate President represents all faculty on campus. I have both the knowledge and experience to represent our diverse faculty as we navigate through the issues that will arise. To reiterate, if given the opportunity to serve as President, I will always remember to be mindful and careful to represent the entire SCSU faculty body.

Thank you for your time and consideration as a candidate for this role,

Dr. Jeffrey A. Webb, PhD.
Interim Director of Faculty Development | Associate Professor of Chemistry Department