

FACULTY SENATE

October 12, 2022 | 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/85720398628?pwd=UHIURjdZOVhWMmFoT1hJbHhIRFAwUT09>

Table of Contents

AGENDA.....	2
UNAPPROVED MINUTES OF SEPTEMBER 14, 2022.....	3
DOCUMENTS TO ACCOMPANY MINUTES FOR SEPTEMBER 14, 2022	9
<i>Motion on the Faculty Referendum Concerning the UCF-Approved Changes to the LEP.....</i>	<i>9</i>
STANDING COMMITTEES	10
ACADEMIC POLICY COMMITTEE (APC)	10
ELECTIONS COMMITTEE (EC)	12
FINANCE COMMITTEE (FC)	13
PERSONNEL POLICY COMMITTEE (PPC)	14
RULES COMMITTEE (RC)	16
STUDENT POLICY COMMITTEE (SPC)	17
TECHNOLOGY COMMITTEE (TC)	18
SPECIAL COMMITTEES	19
UNDERGRADUATE CURRICULUM FORUM (UCF)	19
GRADUATE COUNCIL	21
DOCUMENTS FOR REVIEW FOR THE OCTOBER 12, 2022 MEETING	23
PRESENTATION FROM NURSING: “DEPARTMENT OF NURSING” TO BECOME “SCHOOL OF NURSING”	23
WORKING WITH UNDOCUMENTED STUDENTS: BARRIERS & BEST PRACTICES	33
MOTION PROPOSAL REGARDING SPECIAL APPOINTMENT AND PART-TIME FACULTY INCLUSION IN THE REFERENDUM ON THE UCF-APPROVED CHANGES TO THE LEP (R. GILLILAND)	40

FACULTY SENATE

AGENDA

October 12, 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/85720398628?pwd=UHIURjdZOVhWMmFoT1hJbHhIRFAwUT09>

- I. Announcements Relevant to the Faculty Senate
 - a. SGA Representative: Trevor Boczer
- II. Approval of Minutes of Previous Meeting held on September 14, 2022
- III. Faculty Senate President's Report
- IV. Faculty Senate Standing Committees
 - a. Academic Policy
 - b. Elections
 - c. Finance
 - d. Personnel Policy
 - e. Rules
 - f. Student Policy
 - g. Technology
- V. Reports of Faculty Senate Special Committees
 - a. UCF
 - b. Graduate Council
- VI. New Business
 - a. Presentation from Nursing: "Department of Nursing" to become "School of Nursing"
 - b. R. Gilliland: Motion proposal regarding Special Appointment and Part-time Faculty inclusion in the referendum on the UCF-Approved Changes to the LEP
- VII. Guest(s)
 - a. Esteban Garcia & Helen Marx: Working with Undocumented Students: Barriers & Best Practices

Fall 2022

Full Faculty Senate Meetings

8/31, 9/14, 9/28, 10/12, 10/26, 11/9, 12/7

Standing Committee Meetings

9/7, 9/21, 10/5, 10/19, 11/2, 11/16, 11/30

Spring 2023

Full Faculty Senate Meetings:

1/25, 2/8, 2/22, 3/8, 3/29, 4/12, 4/26, 5/3

Standing Committee Meetings:

1/18, 2/1, 2/15, 3/1, 3/22, 4/5, 4/19

Southern Connecticut State University

FACULTY SENATE

UNAPPROVED MINUTES OF SEPTEMBER 14, 2022

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

The 2nd Meeting of the Faculty Senate AY 2021-2022 was held on September 14, 2022, at 12:12 p.m. via Zoom.

Attendance

FIRST	LAST	DEPARTMENT	TERM ENDS (SPRING)	ATTENDANCE	TOTAL 2
Lisa	Haylon	Accounting	2025	X	1
Kenneth	McGill	Anthropology	2023	X	1
Melanie	Uribe	Art	2024	X	2
Kevin	Siedlecki	Athletics	2023	X	2
Nicholas	Edgington	Biology	2023	X	2
Kate	Toskin	Business Information Systems	2025	X	2
Jeff	Webb	Chemistry	2023	X	2
Richard	Zipoli	Communication Disorders	2024	X	
Melanie	Savelli	Communication, Media & Screen Studies	2025	X	2
Shafaeat	Hossain	Computer Science	2025	X	2
Matthew	Ouimet	Counseling	2024	X	2
VACANT		Counseling & School Psychology	2023		
Helen	Marx	Curriculum & Learning	2024	X	2
Maria	Diamantis	Curriculum & Learning	2024	X	2
Dushmantha	Jayawickreme	Earth Science	2025	X	2
Jia	Yu	Economics	2024	X	2
Peter	Madonia	Educational Leadership	2023	X	2
Paul	Petrie	English	2023	X	2
Mike	Shea	English	2024	X	2
Miriah	Kelly	Environment, Geography, & Marine Sciences	2025	X	2
Sandip	Dutta	Finance & Real Estate	2025	X	2
Kyle	O'Brien	Healthcare Systems & Innovation	2025	X	2
Robert	Knipe	Health & Movement Sciences	2025	X	2
Daniel	Swartz	Health & Movement Sciences	2025	X	2
Carmen	Coury	History	2023	X	2
Troy	Paddock	History	2023	X	2
Yan	Liu	Information & Library Sciences	2024	X	On Leave Fall 2022
Cindy	Simoneau	Journalism	2024		1
Patrick	Crowley	Library Services	2023	X	2
Amy	Jansen	Library Services	2025	X	2

Alison	Wall	Management, International Business & Public Utilities	2025	X	2
Melvin	Prince	Marketing	2023	X	2
Sebastian	Perumbilly	Marriage & Family Therapy	2025	X	
Klay	Kruczek	Mathematics	2025	X	2
Raymond	Mugno	Mathematics	2025	X	2
Jonathan	Irving	Music	2023	X	
Kelly	Martinez	Nursing	2023	X	2
Andrea	Adimando	Nursing	2024		
Obigaali	Okwuka	Part-Time Faculty	2023		On Leave Fall 2022
Virginia	Metaxas	Part-Time Faculty	2023	X	1
Michael	Sormrude	Part-Time Faculty	2024	X	2
Michele	Delucia	Part-Time Faculty	2024	X	2
Rex	Gilliland	Philosophy	2023	X	2
Christine	Broadbridge	Physics	2024	X	
Jonathan	O'Hara	Political Science	2025	X	2
Kate	Marsland	Psychology	2025	X	1
Chris	Budnick	Psychology	2024	X	2
Jon	Nwangwu	Public Health	2024	X	1
Michael	Dodge	Recreation, Tourism, & Sport Management	2023	X	2
VACANT		Social Work	2023		
Stephen	Monroe Tomczak	Social Work	2025	X	2
Gregory	Adams	Sociology	2023	X	2
Angela	Lopez-Velasquez	Special Education	2024		On Leave Fall 2022
Douglas	Macur	Theatre	2024	X	2
Tricia	Lin	Women's & Gender Studies	2025	X	2
Luke	Eilderts	World Languages & Literatures	2023	X	2
Natalie	Starling	SCSU Faculty Senate President	2023	X	2
Joe	Bertolino	SCSU President		X	1
Barbara	Cook	Chair, Graduate Council		X	2
Meredith	Sinclair	Chair, Undergraduate Curriculum Form		X	2
Trevor	Boczer	SGA			

GUESTS

Linda Cunningham
Andrew Smyth
Craig Hlavac
Roland Regos
Terri Bennett
Trevor Broliar

Trudy Milburn
Kari Swanson
Kathleen Skoczen
Deron Grabel
Marie McDaneil
Nichole Henderson

Faculty Senate President N. Starling called the 2nd meeting of the Faculty Senate to order at 12:11 p.m.

I. Announcements

- A. P. Madonia: Faculty and Students have access to a badge or micro-credential designed to reduce unintentional plagiarism. The way this is accessed and earned is through a Blackboard Organization. There are 9 modules that earners use to not only learn about academic integrity, but also the skills they can use to appropriately cite the work of others and what resources are available on the SCSU campus and beyond. It has taken the average learner just under 10 hours to go through all 9 modules. If a faculty member wants access they can email OWLS Scholars, owlsscholars@southernct.edu, or Jess Gregory, (gregoryj2@southernct.edu) to get access. If someone wants access for their whole class, they can email a **list of student emails separated by commas**.
- B. K. Kruczek: Reminder that self-nominations for All-University Elections end next Wednesday.
- C. M. McDaniel (Guest): Asks people who were a part of the Girl Scouts to contact her.
- D. T. Lin: A Conversation on Reproductive Rights will take place during the second hour of Senate.
- E. H. Marx: [Career and Professional Development](#) event: Non-Profit Networking Event on Wednesday September 28, 2022, 12-2 on the Academic Quad.

II. Minutes of the previous meeting held on August 31, 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. Presentation: President J. Bertolino

- A. Welcomed faculty to a new year as he starts his seventh as President. Felt that students are thrilled to be back in person more than before, and that there is a positive buzz on campus.
- B. Shared that he has had some terrific conversations over the summer with faculty leadership and that he looks to the president of the Faculty Senate as the leader of the faculty; when questions arise, he goes to that person.
- C. Expressed that there are challenges ahead, but that he would speak more on that during the State of the University address on October 6 at noon in the Adanti Student Center Ballroom.
- D. Projected a 3-5% decrease in enrollment and built a budget around that decline; so far, we have stayed within that projection. Our first-year student class is slightly larger, and our transfer population is slightly down. We continue to attract students of color (46% of the total population); we will need to work on recruitment, retention, and support of these students. Should we reach 50%, we will be named a Minority Serving Institution, which has significant advantages related to state and federal support.
- E. We will have a balanced budget this year; however, the next fiscal year will bring a lot of challenges. Thanks to state and federal support, we have been able to avoid dipping into reserves. Going forward, we will have a \$26 million structural deficit, with an overall budget of about \$250 million. Asked that everyone support our engagement with the legislature as we continue to advocate for more support from the state.
- F. Asked that the Senate consider the following this year:

- i. Invite the Senate and our faculty to use the resources that are available to them; he and the Provost welcome returning to the Senate on a more regular basis; reminded Senators that the Deans are here to provide support, so he encouraged the Senate to loop them into Senate conversation; asked the Provost to meet more regularly with the Faculty Senate President, and that she be invited to the Provost's Council; the goal is to increase communication between the different bodies.
 - G. Students are arriving on campus with a lot of post-COVID concerns and issues, but also with a lot of hope. To that end, there has been more intentional action to hire staff in the areas of mental health, advising, and diversity, equity, and inclusion (DEI).
 - H. Looking into creating a much more focused three- to five-year strategic plan.
 - I. Thanked the Senate for the opportunity to speak.
- V. Reports of the Faculty Senate Standing Committees
 - A. Reports were received.
 - i. Academic Policy: Co-chairs are R. Gilliland and M. Uribe.
 - ii. Elections (K. Kruczek): Reminded Senators of the ongoing self-nominations as outlined in the President's Report.
- VI. Reports of the Faculty Senate Special Committees
 - A. UCF (M. Sinclair): Reminded Senators that a mock-up degree evaluation taking into account the proposed changes to the LEP has been distributed. The goal of this document is to help departments in making decisions should the changes be approved. Stressed that UCF is not assuming an outcome; instead, UCF is trying to give departments as much information as possible.
 - B. Graduate Council (B. Cook): Shared that, for clarity, she is no longer the Senator representing CMD; R. Zipoli has taken on that role. Grad Council is continuing its search for a chair for the curriculum committee.
 - i. T. Lin asked if we have a representative from the Graduate Student Affairs Committee (GSAC)?
 - 1. M. Diamantis shared that there has not been consistent representation from GSAC. B. Cook also shared that GSAC has been in a period of transition for a while and hopes that as it moves forward that they will be able to participate more.
 - ii. M. Shea commented that service as a category of evaluation is something we should talk about. C. Broadbridge echoed M. Shea's comments. N. Starling stated that the value of service is one of the charges of the Personnel committee. T. Paddock felt that the way service is defined is broad and allows the candidate different ways to fulfill this category; however, the trouble filling service positions may be linked to the general fatigue everyone is experiencing.
- VII. New Business
 - A. L. Eilderts shared procedural advice as the Senate completes its business.
 - i. Senators are encouraged to ask for help from the President or body when formulating a motion/action item. Senators are also encouraged to pause until the motion/action item has been expressed fully before seconding the motion since this prevents any further "friendly-amendment" discussion.

- ii. Once seconded, if changes are desired, an amendment to the motion can be proposed. An amendment can also be amended, but for clarity's sake, no more than one amendment to an amendment can be pending at any given time.
 - iii. A reminder that the motion used to end debate ("call the question") cannot be shouted out at any time; a Senator must be recognized by the chair. This motion requires a 2/3 majority vote to pass.
- B. K. Kruczek moved to accept the following as a motion regarding the fora and voting timeline for the proposed LEP revisions.
 - i. There will be four discussion forums during the week of 10/10, as described below, and voting on the referendum will be done electronically 10/17 – 10/26.
 - 1. Dates of Forums
 - a. Monday (10/10) 1:00 – 2:00
 - b. Thursday (10/13) 11:00 – noon
 - c. Friday (10/14) 11:00 – noon
 - d. Friday (10/14) 2:00 – 3:00
 - 2. Attendance of Forums
 - a. On-ground location TBA (probably ASC Ballroom)
 - b. Virtual attendance using WebEx
 - 3. Format of Forums
 - a. One moderator (possibly Natalie Starling or Klay Kruczek) shall be an individual with a neutral position on the matter and whose role shall be only to moderate the event.
 - b. One presenter from the LEP Revision Steering Committee will give a five- to ten-minute overview of the changes/rationale, clarify any details, and answer questions.
 - c. One presenter will be given five to ten minutes to speak about the negative consequences of the proposed revisions. This person will also be available to clarify any details.
 - d. The floor will then be open for comments.
 - e. We will try and alternate between pros and cons of the proposal.
 - f. Each person will be given 4 minutes to speak once, i.e., after someone speaks, they will not be allowed to speak until everyone else has had a turn to speak.
 - ii. M. Shea **moved to amend** the motion by extending the fora from one to two weeks and reducing the amount of time each speaker has to two minutes. **Seconded.**
 - iii. K. McGill **moved to divide the question. Seconded.**
 - 1. Motion was approved by unanimous consent.
 - iv. After continued discussion and consultation, N. Starling asked the body if would be opposed to voting down all pending amendments and starting over. Hearing no objections, the body moved back to the main motion.
 - v. K. McGill **moved to amend** the motion by revising the dates of the fora to 10/10, 10/14, 10/20, 10/21. **Seconded.**
 - 1. Vote tally
 - a. Yes39
 - b. No4
 - i. Motion to amend **passed.**

- vi. M. Shea **moved to amend** the motion by reducing the time allowed to each speaker from 4 to 2 minutes. **Seconded.**
 - 1. P. Petrie **moved to amend the amendment** by striking “2” and inserting “3”. **Seconded.**
 - a. Vote tally
 - i. Yes34
 - ii. No5
 - 2. K. Marsland **moved to amend the amendment** by clarifying the language regarding when someone is allowed to speak. If approved, it would read, “Each time a person speaks, they will be allocated 3 minutes. After someone speaks, they will not be allowed to speak again until everyone else has had a turn to speak.” **Seconded.**
 - a. The motion was **approved** by unanimous consent.
 - 3. The body now moved to vote on the amended amendment.
 - a. Vote tally
 - i. Yes36
 - ii. No1
 - 4. K. McGill **moved to amend** the motion by striking “10/17-10/26” and inserting “10/22-11/1” so that the first sentence reads: “There will be four discussion forums during the weeks of 10/10 and 10/17, as described below, and voting on the referendum will be done electronically 10/22 – 11/1.” **Seconded.**
 - a. The motion was approved by unanimous consent.
 - 5. The body now moved to a vote on the motion as amended.
 - a. Vote tally
 - i. Yes33
 - ii. No3

VIII. Adjournment

- A. K. Kruczek **moved to adjourn. Seconded.**
- B. Meeting adjourned at 2:04 p.m.

L. Eilderts
Secretary

Motion on the Faculty Referendum Concerning the UCF-Approved Changes to the LEP

There will be four discussion forums during the weeks of 10/10 and 10/17, as described below, and voting on the referendum will be done electronically 10/22 – 11/1.

- Dates of Forums
 - Monday (10/10) 1:00 – 2:00
 - Friday (10/14) 11:00 – noon
 - Thursday (10/20) 11:00 – noon
 - Friday (10/21) 2:00 – 3:00
- Attendance of Forums
 - On-ground location TBA (probably ASC Ballroom)
 - Virtual attendance using WebEx
- One moderator (possibly Natalie Starling or Klay Kruczek) shall be an individual with a neutral position on the matter and whose role shall be only to moderate the event.
- One presenter from the LEP Revision Steering Committee will give a five- to ten-minute overview of the changes/rationale, clarify any details, and answer questions.
- One presenter will be given five to ten minutes to speak about the negative consequences of the proposed revisions. This person will also be available to clarify any details.
- The floor will then be open for comments.
- We will try to alternate between pros and cons of the proposal.
- Each time a person speaks, they will be allocated 3 minutes. After someone speaks, they will not be allowed to speak again until everyone else has had a turn to speak.

STANDING COMMITTEES

Academic Policy Committee (APC)

PERSONNEL POLICY COMMITTEE Joint Meeting with PERSONNEL POLICY COMMITTEE

Minutes

September 21, 2022

12:10—meeting called to order.

In attendance:

Personnel Policy Committee:

Stephen Monroe Tomczak, Co-chair; Michael Shea, Co-chair; Gregory Adams, Christopher Budnick, Amy Jansen, Tricia Lin, Kelly Martinez, Mike Sormrude, Alison Wall, Virginia Metaxas.

Academic Policy Committee:

Ray Mugno, Paul Petrie, Patrick Crowley, Kevin Siedlecki, Melanie Uribe, Jia Yu, Dush Jayawickreme, Rex Gilliland.

Approval of Minutes, PPC: Postponed until after joint meeting with APC

Old Business: None

New Business:

Discussion of Committee Charges w.r.t. P&T Revisions

The PPC and APC discussed the overlap in their charges regarding revisions to Promotion and Tenure (P&T) procedures and related documents. The intent was to determine what recommendations, if any, to advance to the Senate Executive Committee regarding our overlapping charges. Potential recommendations included: 1) continuing parallel work; 2) moving some task elements to another standing committee; 3) recommending an ad hoc committee dedicated to P&T process revisions.

The discussions that followed included a discussion of department level P&T guidelines.

The committees reached a consensus that continuing simultaneous related work on P&T and evaluation related issues. The committees also agreed that chairs/co-chairs would meet regularly for coordination to avoid duplicate efforts on the part of the committees.

The committees reached a consensus of a need to develop recommendations and models for non-mandatory department level guidelines for departments who opt to develop their own P&T guidelines or revise their existing guidelines. This work would be continued by the APC.

The PPC will continue to revise university-wide P&T Guidebooks and will discuss a possibility of including advising in the evaluation criteria for teaching faculty.

1:42 APC Adjourns

PPC: Motion to approve minutes of 09/07/2022... Minutes approved.

1:50pm—meeting adjourned.

Elections Committee (EC)

Minutes for October 5, 2022

Attendees: Carmen Coury, Klay Kruczek

The committee discussed a possible way to select interested speakers for the four LEP Revision Discussion Forums. We also suggested we switch all forums to be virtual to help the forums run more smoothly.

Because the first forum (10/10/2022) was so close to the Elections Committee meeting (10/5), we figured there was not enough time to notify the interested speakers about the selection process. Similarly, the initial motion approved by FS about the forums said there would be both an online and on-ground option for attendees, so at least for the first forum, we will offer both an online and on-ground option. We will bring a motion to the full Senate meeting on 10/12 to make future forums online only.

Below, is the proposed way to select speakers:

The Faculty Senate Elections Committee and the Executive Committee have formulated a method for selecting speakers who wish to speak at the various LEP Revision Discussion Fora. We felt the following procedure was the most equitable:

- If you are interested in being one of the speakers, please fill out the following survey 24 hours before the forum. There is one survey for each forum:
 - [October 10 \(1:00 – 2:00p.m.\)](#)
 - [October 14 \(11:00 – 12:00p.m.\)](#)
 - [October 20 \(11:00 – 12:00p.m.\)](#)
 - [October 21 \(2:00 – 3:00p.m.\)](#)
- Using appropriate technology, the Elections Committee will randomly choose an order of speakers from the people who are AGAINST the proposed changes to the LEP. There may be too many interested speakers to allow everyone to speak.
- Using appropriate technology, the Elections Committee will randomly choose an order of speakers from the people who are FOR the proposed changes to the LEP. There may be too many interested speakers to allow everyone to speak.
- After the initial 5- to 10-minute speeches by the LEP Revision Steering Committee and the appointed representative of those speaking against the motion, the speakers will alternate between those AGAINST and those FOR the proposed changes.
- If there are any people who indicated on their survey, they had questions about the LEP, they will also be included in the speaker list.
- The order of the speakers who are AGAINST the survey will be sent to those people in advance. Similarly, the order of the speakers who are FOR the survey will be sent to those people in advance.
- If a speaker is not there, then we will go to the next speaker from that side (AGAINST or FOR).

Finance Committee (FC)

Wednesday, Sept. 21, 2022

12:10 p.m. on WebEx

Attendance: Cindy Simoneau, JRN, Chair/Treasurer; Elizabeth Roberts, BIO, Melvin Prince, MKT.
Absent: Peter Madonia, EDL;

To date committee has not received any suggestions from the faculty concerning travel fund changes. Still welcoming input for consideration.

Cindy sent memos to Executive Vice President of Finance & Administration Mark Rozewski seeking schedule for university budget & planning meetings.

Mark's response: "Cindy: Thanks for reminding me. There hasn't been anything substantive to report, but I agree, its time. I be back to you shortly." No further response on any meeting being scheduled.

Committee is open to assisting other Faculty Senate committees on overflow proposals.

**Joint Meeting with ACADEMIC POLICY COMMITTEE
Minutes**

September 21, 2022

12:10—meeting called to order.

In attendance:

Personnel Policy Committee:

Stephen Monroe Tomczak, Co-chair; Michael Shea, Co-chair; Gregory Adams, Christopher Budnick, Amy Jansen, Tricia Lin, Kelly Martinez, Mike Sormrude, Alison Wall, Virginia Metaxas.

Academic Policy Committee:

Ray Mugno, Paul Petrie, Patrick Crowley, Kevin Siedlecki, Melanie Uribe, Jia Yu, Dush Jayawickreme, Rex Gilliland.

Approval of Minutes, PPC: Postponed until after joint meeting with APC

Old Business: None

New Business:

Discussion of Committee Charges w.r.t. P&T Revisions

The PPC and APC discussed the overlap in their charges regarding revisions to Promotion and Tenure (P&T) procedures and related documents. The intent was to determine what recommendations, if any, to advance to the Senate Executive Committee regarding our overlapping charges. Potential recommendations included: 1) continuing parallel work; 2) moving some task elements to another standing committee; 3) recommending an ad hoc committee dedicated to P&T process revisions.

The discussions that followed included a discussion of department level P&T guidelines.

The committees reached a consensus that continuing simultaneous related work on P&T and evaluation related issues. The committees also agreed that chairs/co-chairs would meet regularly for coordination to avoid duplicate efforts on the part of the committees.

The committees reached a consensus of a need to develop recommendations and models for non-mandatory department level guidelines for departments who opt to develop their own P&T

guidelines or revise their existing guidelines. This work would be continued by the APC.

The PPC will continue to revise university-wide P&T Guidebooks and will discuss a possibility of including advising in the evaluation criteria for teaching faculty.

1:42 APC Adjourns

PPC: Motion to approve minutes of 09/07/2022... Minutes approved.

1:50pm—meeting adjourned.

Rules Committee (RC)

Attendees: Miriah Kelly (EGMS), Jeffrey Webb (CHE), Richard Zippoli (CMDs)

Chair: Jeffrey Webb

- 1.) Committee was tasked to go through the School of Nursing By-Laws document with a fine toothed comb. emailing me any edits by the end of the week.
- 2.) Based on feedback from the committee we are ready to bring forward the proposed changes to the FS Constitution and By-Laws.

Meeting adjourned at 12:30 so the members could go through the documents one more time.

Student Policy Committee (SPC)

SPC Minutes, September 7, 2022, 12:00-2:00 p.m.

In attendance: Helen Marx, Kyle O'Brien, Katherine Marsland, Christine Broadbridge, Lisa Haylon, Trevor Boczer, Michael Dodge, Matt Ouimet

Adjourn: 12:15

Welcome New Members

Announcements:

- Harry Twyman (Advising) & Katie De'Oliverira (CASA) will join us at the SPC 10/5 meeting to provide us with information about services and communication related to:
 - students reported as not doing well in courses (mid-term grades/progress reports) and the "W" policy;
 - communication and services offered to students on Academic Warning and Probation.

Old Business:

- **Pass/fail Form:** Identified need for minor changes to the form. Chair will work with Registrar to edit forms for final review of committee.
- **Course Withdraw & Appeal Process:** Became familiar with the new OneStop page that has excellent transparency related to the course withdraw. Identified need for clarification the numbers of students who get appeals approved and on other questions. SPC identified need for some minor changes on the Course Withdrawal Appeal form. Chair will work with Registrar to edit forms for final review of committee. Chair will seek clarification to present to SPC at next meeting.
- **Catalog Policy on Reporting Non-Attendance or Non-Participation:** Continued discussion of current policies and reviewed data related to financial and academic impact on "never attended" students. Committee need further understandings related to the impact of changing the policy on students. Chair will seek additional information from Registrar to bring to the committee.

New Business – was not reviewed

- Review of Incomplete "Extension" Deadline Default"
- Clarity on "Flow" for Student Academic Complaints
- Policy/Statement related to early Instructor Advanced Sharing of syllabi
- Instructor specific Attendance policies (SGA)
- Admissions Deadlines and Late Admissions

Adjourn: 2:00

Technology Committee (TC)

Minutes

9/21/22

Zoom Meeting

Tech Committee Members: Hossin, Shafaeat; Knipe, Robert; Savelli, Melanie; Toskin, Katarzyna; Macur, Douglas (Chair)

12:10pm

CONTINUING BUSINESS:

1. Student Opinion Survey Completion Incentives
 - a. Office of Assessment & Planning has been identified as the source of data regarding student response survey response rates.
 - i. Chair to reach out to that office for data.
2. Technology Issues Affecting Faculty
 - a. Team discussed potential prioritization issues inherent in the way IT deals with tickets at the start of the semester as a major pain point with faculty.
 - i. Methods for potential remedies to the IT backlog at the start of the semester were discussed.
 - b. Team discussed probable bottleneck issues that IT deals with at the start of a semester and how those might be alleviated to help IT focus on high priority tickets.
 - i. The possibility was discussed of creating student facing IT kiosks at the start of the semesters to help with simple issues to allow IT to focus on more difficulty issues.
 - c. Team discussed the issues faculty are confronting with Blackboard.
 - i. Eliminating potential single points of failure in the administration of the Blackboard platform.
3. Faculty Data Privacy Concerns
 - a. Team discussed what EULA are most important to be scrutinized for data privacy concerns.
 - i. The following were identified:
 1. Blackboard
 2. Kaltura

Adjourned 2:00pm

Respectfully Submitted,
Douglas Macur, Chair

SPECIAL COMMITTEES

Undergraduate Curriculum Forum (UCF)

September 15, 2022 Meeting Report

Actions

No motions were presented.

The UCF received and entered into the minutes notification of the discontinuation of the Undergraduate Information Management and Services degree.

The UCF received and entered into the minutes notification of a name change for the Department of Nursing to the School of Nursing (to remain under HHS).

Course & Program Proposals

New & Revised Courses Approved

- New Courses
 - SPA 350 – Exploring the Spanish Civil War through Digital Sources
- Revised Courses
 - ECO 320 – Health Economics

Revised Programs Approved

- Revised Programs
 - BS Physics CONC General --> MS Accelerated

W Courses Approved

- PHI 270 – Philosophy of Education

Special Topics Courses Logged

none

Other Notes

- Proposals in review and proposals approved will be housed in the new UCF Teams space; this space is linked from the UCF Confluence page. All are welcome to view proposals. The UCF tracker will also be housed in Teams (and linked in Confluence). Those seeking information about proposals prior to AY22-23 should contact ucfoffice@southernct.edu.
- Organizing meetings for the 7 ad hoc workgroups on LEP revision announced last spring have been set. Rosters are posted in UCF's Confluence. Each group will be asked to consider how they might wish to add additional members to their group. While the charge of some groups may shift depending on the outcome of the LEP Revision Referendum, all have a task regardless of the outcome.

Respectfully submitted,
Meredith Sinclair, UCF Chair
September 16, 2022

Undergraduate Curriculum Forum

September 29, 2022 Meeting Report

Actions

No motions were presented.

Course & Program Proposals

New & Revised Courses Approved

- New Courses
 - none
- Revised Courses
 - HMS 204 – Field Experience in Group Exercise Instruction

Revised Programs Approved

- Revised Degree Programs
 - BS Physics CONC Engineering --> MS Accelerated Pathway
 - BA Chemistry – General

New Program Approved

- Certificate in Sustainability Management

W Courses Approved

- none

Special Topics Courses Logged

none

Other Notes

- All 7 ad hoc workgroups for LEP Revision have had organizing meetings and are developing their workplan. Rosters and charges for each group can be found in UCF's Confluence space. Faculty interested in joining these conversations should reach out to UCF Chair, Meredith Sinclair, or to the workgroup chair directly.

Respectfully submitted,
Meredith Sinclair, UCF Chair
September 29, 2022

Report to Faculty Senate

September 28, 2022

Graduate Council Meeting Agenda and Minutes

First meeting was held September 26, 2022. Meeting agenda and minutes can be found on the Graduate Council Teams:

<https://teams.microsoft.com/l/team/19%3a7a4b4657af3a4803bc4f30b70c58df12%40thread.tacv2/conversations?groupId=06c2c0de-1f69-4fac-9cda-2be8c4830b1f&tenantId=58736863-d60e-40ce-95c60723c7eaaf67>

OR

Confluence Graduate Council:

<https://southernct.atlassian.net/wiki/spaces/GC/overview>

Notification regarding submission of course and program proposals:

We are pleased to welcome Meghan Barboza as the new chair to Graduate Council Curriculum Committee. All program and course proposals should be sent to GPSgradcouncil@southernct.edu. Reminder that policy and forms can be located on SCSUs Confluence by opening Spaces and searching for the Graduate Council. Additionally, the GCCC uses an open shared Teams with the SGPS and Registrar called Graduate Council Approved Docs that can be accessed to keep track of the status of any submitted proposal.

Graduate Council representation:

The 2022-2023 membership list can be located on the SCSU Confluence and on the Graduate Council Teams page.

Policy and Procedures Committee discussion items. Please contact Siobhan Carter-David with questions or input on the following:

1. Some students are receiving a final grade and degrees conferred without uploading thesis to ProQuest. A possible solution will be devised to insure thesis completed and uploaded to ProQuest prior to ability to input final grade and confer degree.
2. Review, clarify, and increase consistency in the policy and process for students who require additional time to complete their thesis.
3. Investigate possibility of reporting both an Undergraduate GPA and Graduate GPA on one transcript.
4. Review the credit maximum accepted from non-matriculated/visiting students and from transfer students to increase consistency and equity across groups.
5. Review the following section of the Accelerated Pathways policy since it has been discovered that a couple of students earned the grade of 'F', thus a transcript that would show 2 'F's', one for undergraduate and one for graduate and impact on both GPA and potential admission into the graduate program: "The graduate coursework will be recorded on both the undergraduate and graduate transcript and will be calculated in both

the undergraduate and graduate grade point average (GPA). This allows successfully completed courses to be applied towards student's current bachelor's degree program and to be counted towards a future master's degree program." One potential suggestion is to record the graduate level course grade in the undergraduate transcript and calculate in undergraduate GPA while only recording the grade in the graduate transcript if the student earns a 'C' or better. An additional statement to note necessity to retake a course if the earned grade does not meet the program grade requirement to earn credit for the graduate level course will be considered.

Reminder of meeting dates:

Please feel free to join any of the Full Council meetings of the Graduate Council and share any questions or ideas for consideration to Barbara Cook, cookb5@southernct.edu.

Graduate Council 2022-2023 Standing Meetings

	Subcommittees	Executive Committee	Full Council	Mondays for Optional Meetings
Time	1:00 – 3:00 pm	1:00 – 3:00 pm	1:00 – 3:00 pm	1:00 – 3:00pm
Meeting Links	(created by Chair)	TBD	(Click here for Zoom link)	(use Full Council link)
August	--	--	--	--
September	12	19	26	N/A
October	10	17	31	24
November	14	21	28	7
December	5	12*	19*	N/A
January	No Meeting	23	30	N/A
February	6	13	27	N/A
March	6	20	27	N/A
April	10	17	24	N/A
May	1	8	--	

** Optional meeting if needed.

Respectively submitted

Barbara Cook

9-25-22

DOCUMENTS FOR REVIEW FOR THE OCTOBER 12, 2022 MEETING

Presentation from Nursing: “Department of Nursing” to become “School of Nursing”

Dear Faculty President Starling:

Attached are the Department of Nursing’s documents supporting the change of name.

History:

In 1969 faculty members from the University of Connecticut School of Nursing were tasked with starting the nursing program at what was then the Southern Connecticut State College. Ms. Alba Immaculata, Phyllis Fitzgerald, Ellen Chuan and Elaine Raymond began the baccalaureate program in nursing following approval of the program by the Connecticut State Board of Nurse Examiners. The program graduated the first class in 1973. The RN-BS completion track was added at the same time. The School of Nursing operated as a school from its inception. The Associate Dean of the School was Ms. Elaine Raymond, Dr. Lillian Dibner the Chairman. The program began with 10 fulltime faculty and 6 part time. Originally, the program was accredited by the National League for Nursing Accrediting Commission (NLNAC). Beginning in 1997, accreditation through the Commission on Collegiate Nursing Education (CCNE) has been maintained.

The nursing program immediately established itself as a premier program attracting students from all over the State of Connecticut and neighboring states. Receiving over 300 applications for admission. In 1985 as a response to the growing need for Graduate Education, the school established the Master of Science in Nursing offering both degree and certificate programs in Nursing Education and Nursing Management. Both the BSN and MSN programs have continuously maintained accreditation by the CCNE.

Change from School to Department

The nursing program officially operated as a school from 1969 to 1987. In 1987, Southern Connecticut College decide to combine the School of Social Work and School of Nursing to create the School of Health and Human Services (SHHS), with this change only one Dean was required vs two in the previous structure. It was a financial move considering the enrollment status at the time in both schools had decreased. The school underwent restructuring, and a chairperson was appointed to lead the Department of Nursing. The Board of Regents was to be notified that going forth the school would be known as a department within the SHHS; however, the official change did not occur. While, calling ourselves a department was established at Southern, the Board of Regents continues to recognize the Department of Nursing as a School.

Structure & Growth

The Department of Nursing has unofficially operated as a department since 1987. It adopted Bylaws reflective of the Bargaining agreement and has updated them based on those changes. Due to the size of department, it has always had adequate representation on university committees and met the needs of the faculty and students. As evident by continuously restructuring its operation as it continued to grow the programs and increase enrollment to meet the needs of the workforce. In 2007, Dr. Cesarina Thompson, Chairperson, with the support of the Dean established the Accelerated Career Entry program. A program designed to attract second degree students, who would complete the program in 12 months. This program was a result of the growing shortage of BSN prepared nurses; with the intention of graduating second degree students in a timely manner. The nursing shortage is a problem that continues to need attention.

In 1995, the Department added the Family Nurse Practitioner track (FNP) and in 2007 it added the Clinical Nurse Leader track. Both programs expanded the role of the nursing program in nursing education. The FNP track attracts a large pool of students every year.

In 2011, the Department established the doctoral program in Nursing Education. It was designed specifically to educate nurses to become nurse educators in a response to the growing need for doctorally prepared educators in nursing. The Department of Nursing has continued to respond to the needs of the workforce by increasing access to a nursing education at all academic levels.

In 2021, the Department began to offer a second ACE track to address the demand for this program. Prior to adding the second track, the program accepted up to 36 students but has over 300 applications.

In Fall of 2022, recognizing that not all individuals wanting to achieve a nursing degree can attend full time day classes and addressing its responsibility to eliminate disparities in access to education, the Department of Nursing established a 3-year part time nursing program. This program is designed for working adults that desire to pursue nursing. The program is offered evening and weekends.

In addition to the need for programs; the department also has a strong history of success and ensuring students enter the workforce in a timely manner. The nursing program's pass rates have been amongst the highest in the state and nationwide. In the last 10 years the pass rate for first time UG BSN students has ranged from 90-100%, for ACE first time testers it has been 95-100%, The Family Nurse Practitioner program has had pass rates of 100%.

Faculty and Administrative Support

Currently the nursing department employees consists of 21 full time faculty, along with several SUOAF and clerical support staff. This growth is in line with the enrollment growth outlined above. Some specific and targeted staff growth is described below.

In 2018, the Clinical Education Office was created to support the demand for clinical placements of both our undergraduate and graduate students. In order to support the demand a second Clinical Coordinator was added as well. At least 50% of educational hours must be clinical for UG and a minimum of 500 hours is required for the FNP students This office oversees the clinical and laboratory placement of approximately 300 students with an anticipated increase as the programs expand. In 2019 to support the current and anticipated increase in students two Simulation Coordinators were added to support the simulation education of all undergraduate students. This was especially beneficial during Covid 19 since the department had to switch to virtual simulation.

A nursing Admission and Enrollment position was created to support admission to all five nursing programs (BSN, ACE, RN-BSN, MSN, and EdD).

The Department of Nursing has been led by the Chair with the support of program directors (previously known as program coordinators). Each program has an appointed director that oversees the curriculum and the student needs (BSN, ACE, RN-BSN, MSN and EdD). Each director receives reassigned time to manage the programmatic and curricula responsibilities from their respective focus areas.

The department has the support of a Secretary 2 and Office Assistant. These positions support the chair, directors, faculty, and students. In August, with the anticipated development of the Interprofessional Education (IPE) program and Interprofessional Healthcare Simulation (IPHS) program; an Administrative

Assistant was added. This position will support the Executive Director of Healthcare Programs that will oversee the IPHS and IPE programs.

The Department of Nursing currently and historically maintains its own budget and program resources, and this request to change from Department to School will place no additional fiscal burdens on the College of Health and Human Services nor the University. While the change from being a school to a department occurred in 1987, the Department of Nursing consistently operated and managed a distinct Operating Budget (HHS 028) which is overseen by the Chairperson and Dean of Health and Human Services. Any additional resources that the Department of Nursing may require will be supported by the growth in the number of students admitted. The Department of Nursing will not require any resources from other departments, and as a matter-of-fact nursing has supported other departments within the CHHS in previous years.

Structural Changes

Why School and not Department

The Department of Nursing has demonstrated that over the years it has functioned at the level of a school, specially when compared to other nearby programs. It has been able to identify and put in place programs that address the needs of the changing healthcare setting and the population it aims to serve and educate. The Department is a unique program within the College of Health and Human Services and that of the other State University with the exception of UCONN who has a school of nursing. Central Connecticut's nursing program and West Conn's program each have traditional BSN completion degrees and several master's and doctoral programs they do not have the breadth of our offerings nor the enrollment. The Department of Nursing at SCSU is more in alignment with the model used by other nursing programs in the state such as the University of Connecticut, Sacred Heart University's School of Nursing, Fairfield University and Quinnipiac. In terms of undergraduate nursing, we have more programs than they each have; similar schools only have one traditional BSN and one accelerated BSN, while we have two traditional and two accelerated tracks in addition to the multiple master's and doctoral programs.

Addressing the needs of the public

Since, 2015 the Department of Nursing has been more intentional about admitting more students. A new pathway was created to recruit and retain higher achieving high-school students. The Department of Nursing started admitting students as direct admit students guaranteeing them placement in the nursing program while continuing the college admission pathway admission's program. The direct admit pathway not only benefited students but also the university. Once these students reached the end of their freshman fall semester, the burden of advising these students was shifted to the Department of Nursing. Nursing has also increased the number of students admitted from 110 in 2015 to approximately 180 students in 2022. Nursing has a commitment to increase the number of students it admits to 222 by 2025. This is in response to the shortage of graduates in the State of Connecticut. Currently, the need for graduates is estimated to be 3000 annually, while programs in the state only graduate 2000 students per year.

Changes occurring to support expansion: The problems in nursing as a profession have finally garnered the attention of the Governor and the Healthcare facilities. They have recognized the important role

they play in securing the health of the CT population. This requires us to work with each other to begin to solve the problem of the nursing shortage.

Steps to Solve the Problem of the Nursing Shortage

Yale New Haven Health Partnership:

Therefore, in the Spring of 2022 Southern's Department of Nursing led by the Dean of HHS entered into a partnership with Yale New Haven Health System. This agreement will benefit the Department of Nursing and the current and future students it educates. It will enable us to open the door for more students to be able to attend college and graduate with a Bachelor of Science degree in Nursing. As part of our agreement, we need to increase diversity, and increase enrollment.

- ☐ In 2021 to address the need to increase the diversity of the program the Department of Nursing began a more holistic approach to admitting students to the program. We are tasked by the latest Future of Nursing Report 2020-2030 to increase the diversity of the nursing workforce and that means admitting more students to our program from diverse backgrounds. In previous years our nursing admissions only accounted for approx. 15% of diverse students, with our new model 52% of our admitted students are diverse.
- ☐ The Department is also seeking high school students that can come to Southern with a minimum of 25 college credits. These students will be given the opportunity to enter the nursing program earlier and complete their education in three years. Once again addressing the nursing shortage by graduating more students.
- ☐ The Department of Nursing is very proud to be able to live up to our mission and vision of a diverse student body and diverse nursing workforce. However, as we know not all high schools in CT offer the same education, not all students come to Southern prepared to be successful, they all have a desire but sometimes their high school education is a barrier. This partnership has provided the funds to support the hiring of a Student Engagement Specialist for our program. This position will work with our students to ensure that we identify any barriers to their success in the nursing program.
- ☐ It has also funded a Coordinator for Nursing Scholarships and Early College Programs. This position will identify the high school students in CT and make sure that they are prepared to enter Southern's nursing program. Because now we are also able to offer financial aid to more students than ever before the barrier of the inability to pay for school is minimized. This coordinator for scholarships will manage scholarships in coordination with financial aid office.
- ☐ Funding has also been providing to add a Laboratory Coordinator. This position supports our courses with laboratory education component. These courses are critical to assisting with practice ready skills as students enter clinical education experiences and ultimately enter the workforce.

This partnership with YNHHS clearly sets the path for expansion of all nursing programs at SCSU. This expansion, in turn, demonstrates the rationale for the Department of Nursing to revert back to its original designation as a School of Nursing.

CT Health Horizons

Purpose

CT Health Horizons is a three-year initiative that will work collaboratively across Connecticut's nonprofit institutes of higher education to grow and diversify the nursing and social work student body and workforce. The program is designed to work collaboratively with higher education and healthcare providers to create partnerships that ease career pathways for students to develop and retain talent in-state.

Funding Opportunity

CSCU is serving as the lead project and fiscal manager for this funding opportunity for nonprofit colleges and universities with nursing and social work programs located in Connecticut. CT Health Horizons will support three strategic areas:

1. **Tuition assistance** to incentivize low-income and minority students to enter access cost-effective nursing and social work programs.
2. **Faculty support** to rapidly expand seat capacity and train the next generation of social workers.
3. **Innovative programs** to promote partnerships between healthcare employers a higher education to accelerate entrance into careers in nursing and social work.

As part of the state system, SCSU will benefit from this investment.

Conclusion

As evidenced above, the structure for school status is in place. It is by design functional, and sustainable for the long term. The Department of Nursing is similar to most other schools of nursing; continually strategizes to increase enrollment, employees a large array of faculty and staff, and has the infrastructure necessary to continue its Board of Regent designation as a School of Nursing. Being recognized as such by the Faculty Senate within our university is an endorsement of respect for the Dean, faculty and administrative faculty and staff who continuously strive to offer placements, and education to meet the needs of the public.

School of Nursing



Founded 1969



Southern Connecticut State University

Founded in 1969 as the School of Nursing in the Southern Connecticut State College

Founders: Elaine Raymond, Alba Immaculata, Phyllis Fitzgerald and Ellen Chuan

1969	1973	1997-2022	1985	1987	1987	1995	2007	2007	2011	2022	2022	2022
• School of Nursing Founded at SCSC	• 1 st Graduating Class 13 students With BSN	• CCNE • accredited	• MSN Program • Nurse educator & • Nursing Mgt	• The School of Human and Health Services is formed. SON is changed to department	• ACE Program started	• MSN: • Family Nurse • Practitioner Program	• MSN • Clinical Nurse Leader Track	• ACE program • 1 st cohort	• EdD • In Nursing Education	• ACE program • 2 nd cohort	• 3. yr. part time program admitted 1 st cohort	



Southern Connecticut State University

School of Nursing

BSN approved in 1969 by the Connecticut State Board of Nurse Examiners.

Originally, the program was accredited by the National League for Nursing Accrediting Commission (NLNAC).

Beginning in 1997, accreditation through the Commission on Collegiate Nursing Education (CCNE) has been maintained.

Edd program accredited by NAEACHE



Southern Connecticut State University

School of Nursing

Traditional BSN (TBSN)	RN-BSN (BSN completion degree)	Accelerated Career Entry (ACE)	Master of Science in Nursing	Edd- Doctorate in Nursing Education
Full time day program 110 student 3 yr. Part time eve/weekend program 15 students Goal: 145	Fully online completion degree program 5-25 students	Individuals with BA/BS. 12-month day program. 2 cohorts: summer and winter Each: 15-36 students Goal: 72	Degree and Certificate programs Family Nurse Practitioner Clinical Nurse Leader Nursing Education Goal: add Leadership and Management	Fully online 3-year program Running 6 th cohort



Southern Connecticut State University

School of Nursing

Rationale for Name change:

Nursing is distinct from other departments within the CHHS.

The faculty and Dean support the change of name

The organizational structure is efficient.

There are 21 full time faculty (18 tenure track, 3 Special appointments)

The nursing program has remained fully accredited since its inception.

*Nursing representation on University-wide committees has been adequate to support nursing.

Nursing maintains own OE budget, lab fee. No financial impact on University, and CHHS.

Within our own professional organizations, the person directing the program is a nurse



Southern Connecticut State University

School of Nursing

Teaching Faculty

18 full time tenure track

3 Special appointments

6 part time fall faculty

3 part time spring faculty

Clinical/Lab Adjunct Faculty

40-60 Faculty

Clinical Education Office: Director

2 Clinical Coordinators

2 Simulation Coordinators

1 Lab Coordinator

1 Lab Technician

Administrative Faculty

Asso. Director of Nursing
Admissions & Enrollment

1 Admission Representative

1 Coordinator for Nursing Scholarships and Early College Programs

Student Engagement Specialist



Southern Connecticut State University

School of Nursing

The future:

- * Continue historical legacy of Nursing @ SCSU as a highly-regarded program.
- * Enhance stature, visibility and reputation of Nursing program at SCSU and community-at-large.
- * Allow Nursing to operate independently, which we are effectively already doing.
- NO increased costs to CHHS and University. Faculty lines and support staff will be funded by CT Health Horizons Grant and increase in student enrollment.
- Be assured that Nursing is working to create outside funding that will continue to sustain the nursing program, and this will also benefit the university's programs as well
- Southern supplies 70% of graduates to the YNNH and 95% of graduates work in the State of CT

School of Nursing

The future:

- * Nursing operates as a School under the leadership of the Dean of HHS.
- * There will not be any changes in Nursing's Curriculum Committee (5 faculty serve) (DCC) & Evaluation (DEC) 5 faculty members serve on committees. 1 faculty serves as the University at large DEC member.
- * Two -faculty members will continue to serve as Faculty Senator.
- * Two core-faculty member will continue to serve as Graduate Council representative.
- * The chairperson role will remain as is.
- Each program will continue to have a program director, they will continue to have monthly curriculum committee meetings.
- Nursing will continue to hold meetings.
- * Nursing has functioned independently for the last 52 years. The model is sustainable.

School of Nursing

Yale NHH and CT Health Horizons Funding

1. Increase enrollment
2. Financial Aid to needed nursing students
3. Fund added faculty lines, and Support Staff
4. Create innovative pathways within the CHHS by creating pathways to educate the BSN, MSN students and students in other programs in CHHS.
5. Future: CHHS clinic with existing clinical partnerships and CHHS departments



Southern Connecticut State University



Who are we?

Our support team of faculty, staff, and students -- the DREAMers Action Alliance -- has three primary goals:

- Identify and break down barriers faced by undocumented students and their families.
- Engage the campus community in conversations about immigration issues, and to educate the community about the realities of being an immigrant in the United States.
- Advocate for policies that support our students on the campus, state, and national level.



I AM AN
UNAFRAID
EDUCATOR
INVESTED
IN WORKING
WITH & FOR
UNDOCUMENTED
STUDENTS
& FAMILIES
IN CONNECTICUT



Today's Objectives

- ▶ Review concepts such as Undocumented, DACA, etc.
- ▶ Overview of 5th Circuit Court decision regarding DACA.
- ▶ Implications to students (locked out majors, careers, etc.)
- ▶ Resources available to students, faculty, and staff.



Terminology

- ▶ Undocumented immigrant
- ▶ Deferred Action for Childhood Arrivals (DACA)
- ▶ Path to “legalization”

Photo by: Alex Ortega | June 15, 2022

October 5th Court Decision on DACA



- ▶ On Oct. 5, the U.S. Court of Appeals for the Fifth Circuit issued a decision on the 2012 Deferred Action for Child Arrivals (DACA) policy. The court partially affirmed the district court's July 2021 decision declaring the 2012 DACA policy unlawful. However, the court of appeals preserved the partial stay issued by the district court in July 2021 and remanded the case back to the district court for further proceedings regarding the new DHS [DACA regulation](#) published on Aug. 30, 2022 and scheduled to go into effect on Oct. 31, 2022.

Quick Facts

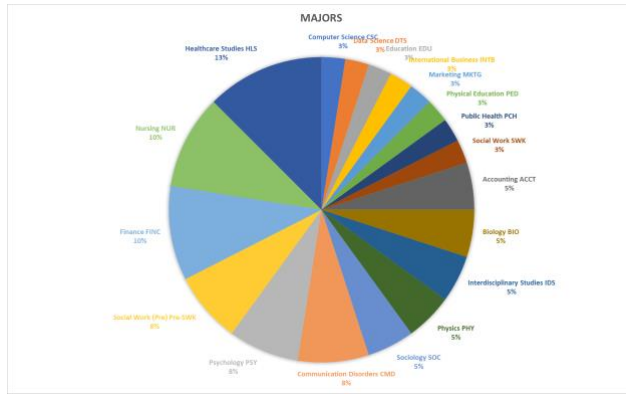
- ▶ The number of undocumented immigrants in the U.S. has not changed significantly in the last decade □ 11.3 million
- ▶ Most have been in the U.S. for more than a decade □ 2/3
- ▶ Most are working □ account for 1-in-20 workers
- ▶ Not all are Latinx □ Fastest growing population is immigrants from Asia

Years of U.S. Residence		
Less than 5	29,000	25%
5 to 9	22,000	20%
10 to 14	23,000	21%
15 to 19	22,000	19%
20 or more	17,000	15%

Demographics	Estimate	% of Total
Unauthorized Population	113,000	100%
Top Countries of Birth		
Mexico	17,000	15%
Guatemala	14,000	12%
Brazil	12,000	11%
Ecuador	11,000	10%
India	7,000	7%
Regions of Birth		
Mexico and Central America	41,000	36%
Caribbean	10,000	9%
South America	37,000	33%
Europe/Canada/Oceania	7,000	6%
Asia	14,000	13%
Africa	3,000	3%

<https://www.migrationpolicy.org/data/unauthorized-immigrant-population/state/CT>

Profile of Undocumented Students at Southern (Spring 2022)



Major	Percentage	Average GPA
Accounting ACCT	5.00%	3.33
Biology BIO	5.00%	2.95
Communication Disorders CMD	7.50%	3.70
Computer Science CSC	2.50%	0.00
Data Science DTS	2.50%	2.94
Education EDU	2.50%	3.33
Finance FINC	10.00%	3.03
Healthcare Studies HLS	12.50%	3.16
Interdisciplinary Studies IDS	5.00%	2.49
International Business INTB	2.50%	2.50
Marketing MKTG	2.50%	3.40
Nursing NUR	10.00%	3.50
Physical Education PED	2.50%	3.56
Physics PHY	5.00%	1.47
Psychology PSY	7.50%	3.05
Public Health PCH	2.50%	2.86
Social Work (Pre) Pre-SWK	7.50%	3.93
Social Work SWK	2.50%	3.80
Sociology SOC	5.00%	3.27
Grand Total	100.00%	3.08375

Profile of Undocumented Students at Southern (Spring 2022)

Ethnicity	Percent	Average GPA
Black or African American	10.00%	2.89
Hispanic/Latino	70.00%	3.32
Nonresident Alien	7.50%	2.14
Unknown	2.50%	3.09
White	10.00%	2.32
Grand Total	100.00%	3.08375

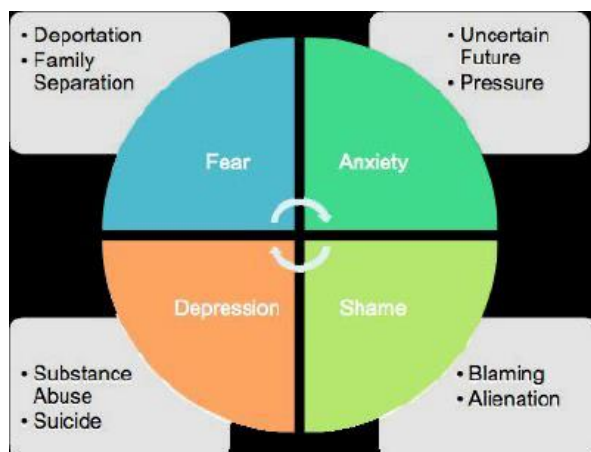
Class Status	Percent
Freshman (Spring 2022)	22.50%
Graduate (Spring 2022)	10.00%
Junior (Spring 2022)	12.50%
Senior (Spring 2022)	47.50%
Sophomore (Spring 2022)	7.50%
Grand Total	100.00%



What barriers do you think undocumented students face once they are in college?

1. Ineligible for specific degrees/professional licenses that require state certification
2. Cannot study abroad
3. Not eligible for many paid internships
4. Some undocumented students “stop out” of school to work and save money
5. Lack of knowledge of support on campus

Barriers Lead to Increased Mental Health Needs



Source: Penn for Immigrant Rights, Dream Activist PA, & Immigration Policy Center

Talking with Undocumented Folks: A Few Tips



1. Do not act surprised or make the person feel uncomfortable



2. Make it Known that You are Supportive



3. Be informed - Have resources/ talking points ready

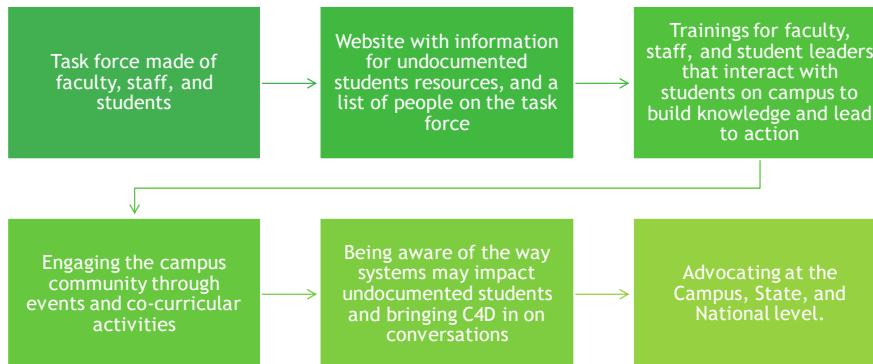


4. Keep a person's status private



5. Empower Folks to Find Information and Resources

What are/ have been some things Southern is doing to support undocumented students?





Questions & Additional Resources

- ▶ Esteban Garcia - GarciaE20@southernct.edu
- ▶ Helen Marx - MarxH1@southernct.edu
- ▶ www.southernct.edu/undocumented-students

Motion proposal regarding Special Appointment and Part-time Faculty inclusion in the referendum on the UCF-Approved Changes to the LEP (R. Gilliland)

- Special appointments and part-time faculty will be eligible to vote in the LEP referendum.
- The Election committee will request that Human Resources provide a list of part-time faculty going back to Spring 2021 to use for the referendum, and the committee will work with the most complete list that they are able to compile.
- Since contractually the curriculum is the purview of faculty, members of SUOAF will not be eligible to vote in the referendum.