Southern Connecticut State University
FACULTY SENATE

UNAPPROVED MINUTES OF APRIL 26, 2023

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

The 14th Meeting of the Faculty Senate AY 2022-2023 was held on April 26, 2023, at 12:10 p.m. via Zoom.

Attendance

FIRST	LAST	DEPARTMENT	TERM ENDS (SPRING)	ATTENDANCE	TOTAL 14
Lisa	Haylon	Accounting	2025	✘	9
Kenneth	McGill	Anthropology	2023	✘	9
Melanie	Uribe	Art & Design	2024	✔	14
Kevin	Siedlecki	Athletics	2023	✘	7
Elizabeth	Roberts	Biology & Biochemistry	2023	✔	14
Kate	Toskin	Business Information Systems	2025	✔	13
Jeff	Webb	Chemistry	2023	✔	13
Richard	Zipoli	Communication Disorders	2024	✔	11
Melanie	Savelli	Communication, Media & Screen Studies	2025	✔	13
Shafaeat	Hossain	Computer Science	2025	✔	14
Matthew	Ouimet	Counseling	2024	✔	14
VACANT		Counseling & School Psychology	2023		
Helen	Marx	Curriculum & Learning	2024	✔	12
Maria	Diamantis	Curriculum & Learning	2024	✔	10
Dushmantha	Jayawickreme	Earth Science	2025	✔	14
Jia	Yu	Economics	2024	✔	13
Peter	Madonia	Educational Leadership & Policy Studies	2023	✔	10
Paul	Petrie	English	2023	✔	14
Mike	Shea	English	2024	✔	13
Miriah	Kelly	Environment, Geography, & Marine Sciences	2025	✔	12
Sandip	Dutta	Finance & Real Estate	2025	✔	10
Kyle	O'Brien	Healthcare Systems & Innovation	2025	✔	13
Robert	Knipe	Health & Movement Sciences	2025	✔	13
Daniel	Swartz	Health & Movement Sciences	2025	✔	13
Carmen	Coury	History	2023	✔	14
Troy	Paddock	History	2023	✘	12
Yan	Liu	Information & Library Sciences	2024	✘	5
Cindy	Simoneau	Journalism	2024	✔	13
Patrick	Crowley	Library Services	2023	✔	14
Amy	Jansen	Library Services	2025	✔	13
Alison	Wall	Management & International Business	2025	✔	13

Melvin	Prince	Marketing	2023	✖	8
Sebastian	Perumbilly	Marriage & Family Therapy	2025	✔	8
Klay	Kruczek	Mathematics	2025	✔	14
Raymond	Mugno	Mathematics	2025	✔	14
Jonathan	Irving	Music	2023	✖	7
Krista	Prendergast	School of Nursing	2023	✔	8
Andrea	Adimando	School of Nursing	2024	✖	12
Obigaeli	Okwuka	Part-Time Faculty	2023	✔	7
Virginia	Metaxas	Part-Time Faculty	2023	✔	11
Michael	Sormrude	Part-Time Faculty	2024	✔	14
Michele	Delucia	Part-Time Faculty	2024	✔	14
Rex	Gilliland	Philosophy	2023	✔	14
Elliott	Horch	Physics	2024	✔	6
Jonathan	O'Hara	Political Science	2025	✔	9
Kate	Marsland	Psychology	2025	✔	13
Chris	Budnick	Psychology	2024	✔	12
Jon	Nwangwu	Public Health	2024	✖	10
Michael	Dodge	Recreation, Tourism, & Sport Management	2023	✔	14
Carmela	Smith	Social Work	2023	✖	7
Stephen	Monroe Tomczak	Social Work	2025	✔	12
Gregory	Adams	Sociology	2023	✔	12
Angela	Lopez-Velasquez	Special Education	2024	✔	7
Douglas	Macur	Theatre	2024	✔	13
Tricia	Lin	Women's & Gender Studies	2025	✔	13
Luke	Eilderts	World Languages & Literatures	2023	✔	13
Natalie	Starling	SCSU Faculty Senate President	2023	✔	13
Joe	Bertolino	SCSU President		✔	11
Barbara	Cook	Chair, Graduate Council		✔	13
Meredith	Sinclair	Chair, Undergraduate Curriculum Form		✔	11
Pierce	Kozlowski	SGA		✔	4

GUESTS

Bogdan Zamfir
Han Yu
Jonathan Wharton
Jules Tetreault
Julia Irwin
Julie Edstrom
Khoa Nguyen
Linda Cunningham

Michael Kingan
Terrence Cheng
Terri Bennett
Tracy Tyree
Trever Brolliar
Trudy Milburn
Vu Trieu
Zheni Wang

The following senators are empowered by the Faculty Senate to represent the Faculty Senate and thereby represent the faculty body in their role and contributions to the respective committee/group in which shared governance of business is being conducted with a duty to report back to the Faculty Senate minimally once per semester (additional reports determined by the respective representative or upon request by the Faculty Senate). It is recommended representatives also seek the Faculty Senate's support and endorsement for matters determined by the respective representative or upon request by the Faculty Senate.

Early College Experience	Christine Broadbridge (fall)
	Michele DeLucia (spring)
Faculty Development Advisory Committee (FDAC)	Klay Kruczek
Committee on Reassigned Time	Troy Paddock
Undergraduate Curriculum Forum (UCF) liaison	Cindy Simoneau
University Library Committee (ULC)	2 representatives – unfilled
Ad Hoc Committee for Non-credit, Continuing Education & Micro-credentialing	Melanie Uribe (APC rep)
	Rex Gilliland (APC rep)
	Alison Wall (senator)
	1 senator (additional)– unfilled
FASP	Krista Prendergast
Strategic Action Plan Subcommittees	
• Advancing Social Justice	Miriah Kelly
• Maintaining Academic Excellence	Kenneth McGill
• Engaging our Community	Michael Sormrude

April 26, 2023

Faculty Senate President Natalie Starling called the 14th meeting of the Faculty Senate to order at 12:13 p.m. via Zoom.

I. Guests
    A. Visit from CSCU President Terrence Cheng. Some of the highlights from the Q&A include:
        i. Budget: please contact your elected officials; participate in the in-person events when possible. The 600-800 full-time and 3000 PT job cuts mentioned during the press conferences were a part of "deficit mitigation plan" created at each institution and aggregated—these were not numbers decided on by the System office. These numbers include management layoffs as well. Reiterated that he, his office, and everyone in the system office is working to fight this. Asks again that everyone do their part as well.
        ii. There is no plan or desire to consolidate the universities.
        iii. "System-ness": Believes that systems can be very powerful when they work well. When they don't, they create more work. Sees us as a "confederation" of schools rather than a system. For example, transfer students and the process they need to go through is challenging. He does believe that we need to look at our system and its offerings (as an example, the entire population of CT is less than the boroughs of NYC, yet we have 17 institutions—what distinguishes one from another)? When asked, he did share that that our students are often "regionally-bound," meaning that a student who chooses to go to one institution for a program (e.g., Southern) would probably not go to one of the other schools.
        iv. Dr. Dwayne Smith has been given a 2-year interim contract because there is already a search underway at Western, and there may be another high-level search. Would prefer to have some stability at Southern.

II. With no objection from the body, N. Starling called for a five-minute recess.

III. Minutes of the previous meeting held on April 12, 2023, were accepted as distributed.
     https://inside.southernct.edu/faculty-senate/meetings

IV. Faculty Senate President's Report
     https://inside.southernct.edu/faculty-senate/meetings
     A. M. Shea highlighted the SCSU-AAUP & Faculty Senate Co-sponsored retreat on Tuesday, May 23rd from noon to 3 pm. Please RSVP to L. Cunningham (SCSU-AAUP).

V.   Reports of the Faculty Senate Standing Committees
     A. Reports received.
     B. Elections (K. Kruczek): Reminder that self-nominations for the second-round of the All-University elections are due by Friday.
     C. Finance (C. Simoneau): Shared information on the travel fund balances.
     D. Technology (D. Macur): IT will move faculty laptops to Azure AD cloud-based authentication. This will allow remote updates and support, which will greatly improve the overall continuing performance of faculty laptops, especially after prolonged absence from campus and their eventual return. IT will reach out to faculty individually to schedule updates.

VI. Reports of the Faculty Senate Special Committees
     A. Reports received from UCF, Grad Council, and FASP.

B. Graduate Council (B. Cook): Drew Senators' attention to the packet and the included documents and their revisions from previously shared versions.

VII. New Business
   A. Nominations for Faculty Senate President (K. Kruczek).
      i. M. Diamantis nominated N. Starling. Seconded. Nomination accepted.
      ii. Hearing no additional nominations, nominations are closed.
   B. Nominations for Faculty Senate Treasurer (K. Kruczek).
      i. M. Diamantis nominated C. Simoneau. Seconded. Nomination accepted.
      ii. Hearing no additional nominations, nominations are closed.
   C. N. Starling, on behalf of the Executive Committee, **moved to approve** the Resolution Regarding Diversity, Equity, Inclusion, and Accessibility (DEIA) In Renewal, Promotion, and Tenure Processes.
      i. M. Shea **moved** to call the previous question. Seconded.
         1. Hearing no objection, the motion to call the previous question was **approved**.
            a. Vote tally
               i. Yes.............................31
               ii. No 4
                  1. The motion to approve the resolution was **approved**.

VIII. Adjournment
   A. C. Simoneau moved to adjourn. Seconded.
      i. The meeting adjourned at 2:00 p.m.

_____

L. Eilderts
Secretary

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution Regarding Diversity, Equity, Inclusion, and Accessibility (DEIA) In Renewal, Promotion, and Tenure Processes

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

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

Whereas, SCSU aspires to be a Social Justice Campus;

Whereas, Having candidates tell their own stories in their files is a major principle in SCSU's renewal, promotion, and tenure processes;

Whereas, Many candidates in their roles at SCSU engage in both "invisible work" and other activities not traditionally identified or valued in renewal, promotion, and tenure processes;

Whereas, To help change the culture at SCSU, various possible activities that deserve credit for renewal, promotion, and tenure need to be publicly communicated (especially to candidates, Department Chairs, DEC members, Deans, P&T Committee members, and others directly involved in renewal, promotion, and tenure processes);

Whereas, The Provost asked, and met with, the Personnel Policy Committee (PPC) to initiate and prioritize changes regarding DEIA in the renewal, promotion, and tenure processes; and

Whereas, The PPC solicited and heeded feedback regarding this resolution from interested and invested faculty bodies, including the Minority Recruitment and Retention Council, the DEI Advisory Council, the Promotion and Tenure Committee, the Racial and Intersectional Justice Group, and the Center for Educational and Assistive Technology; now, therefore, be it

Resolved, That the following language be added to the Promotion and Tenure Procedures document under "Productive Service to the Candidate's Department and University":
> This category also includes forms of service performed by any candidate who formally/informally mentors students/peers who identify as members of under-represented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.), and/or specific forms of service requested due to the unique characteristics of the faculty member (for example, a specific gender, race, ethnicity, religion, etc.);

Resolved, That the following language be added to the Renewal Procedures document under "Productive Service to the Candidate's Department and University":
> This category also includes forms of service performed by any candidate who formally/informally mentors students/peers who identify as members of under-represented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.), and/or specific forms of service requested due to the unique characteristics of the faculty member (for example, a specific gender, race, ethnicity, religion, etc.);

Resolved, That the following language be added to the P & T Guidebook under "Teaching and Load Credit":

When considering advising and/or teaching-related work/activities, when and if applicable, you are encouraged to highlight activities that are often considered invisible labor or hidden work in your advising and teaching, such as Diversity, Equity, Inclusion, and Accessibility (DEIA). Such activities may include (but are not limited to) formal/informal mentoring of students/peers who identify as members of under-represented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.); reviewing applications, letters, resumes/CVs, scholarship materials, etc.; representing the interests of such classes, formally or informally, to departments, university committees, administration or other individuals and groups on campus and within the larger community;

Resolved, That the following language be added to the P & T Guidebook under "Service":
When and if applicable, ensure that you discuss hidden forms of service that include (but are not limited to) formal/informal mentoring of students/peers who identify as members of underrepresented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.), and specific forms of service requested due to the unique characteristics of the faculty member (for example, membership in a specific group); and

Resolved, That we as a University acknowledge that adding this language is only a first step and that many more steps need to be taken in the long journey to change SCSU's culture regarding all aspects of DEIA.