

Southern Connecticut State University

FACULTY SENATE

APPROVED MINUTES OF DECEMBER 6, 2023

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

The 8th Meeting of the Faculty Senate AY 2023-2024 was held on December 6, 2023, at 12:13 p.m. via Zoom.

Attendance

FIRST	LAST	DEPARTMENT	TERM ENDS (SPRING)	ATTENDANCE	TOTAL
Lisa	Haylon	Accounting	2025	✖	7/8
Valerie	Andrushko	Anthropology	2026	✓	7/8
Melanie	Uribe	Art & Design	2024	✓	8/8
Jillian	Rispoli	Athletics	2026	✖	5/6
Nicholas	Edgington	Biology	2026	✓	8/8
Kate	Toskin	Business Information Systems	2025	✓	8/8
Jeff	Webb	Chemistry & Biochemistry	2026	✓	7/8
Shawneen	Buckley	Communication Disorders	2024	✓	7/8
Melanie	Savelli	Communication, Media & Screen Studies	2025	✖	7/8
Shafaeat	Hossain	Computer Science	2025	✓	7/8
Matthew	Ouimet	Counseling	2024	✓	6/8
Laurie	Bonjo	Counseling & School Psychology	2026	✓	6/8
Beena	Achhpal	Curriculum & Learning	2024	✓	6/6
Maria	Diamantis	Curriculum & Learning	2024	✓	7/8
Dushmantha	Jayawickreme	Earth Science	2025	✓	8/8
Jia	Yu	Economics	2024	✖	6/8
Peter	Madonia	Educational Leadership & Policy Studies	2026	✓	6/7
Paul	Petrie	English	2026	✓	8/8
Mike	Shea	English	2024	✓	8/8
Miriah	Kelly	Environment, Geography, & Marine Sciences	2025	✓	8/8
Sandip	Dutta	Finance & Real Estate	2025	✓	3/8
Amanda	Strong	Healthcare Systems & Innovation	2025	✓	7/8
Mark	Robertson	Health & Movement Sciences	2025	✓	8/8
Sarah	Benes	Health & Movement Sciences	2025	✓	6/8
Christine	Petto	History	2026	✓	8/8
Troy	Rondinone	History	2026	✓	8/8
Yan	Liu	Information & Library Sciences	2024	✓	5/8
Cindy	Simoneau	Journalism	2024	✓	8/8
Elizabeth	Wilkinson	Library Services	2026	✓	7/8
Amy	Jansen	Library Services	2025	✓	8/8

Alison	Wall	Management & International Business	2025	✓	8/8
Melvin	Prince	Marketing	2023	✓	6/8
Sebastian	Perumbilly	Marriage & Family Therapy	2025	✓	7/8
Klay	Kruczek	Mathematics	2025	✓	8/8
Owen	Biesel	Mathematics	2025	✓	8/8
Jonathan	Irving	Music	2026	✗	7/8
Deborah	Morrill	School of Nursing	2026	✓	8/8
Andrea	Adimando	School of Nursing	2024	✓	7/8
Virginia	Metaxas	Part-Time Faculty	2026	✗	7/8
Garbielle	Ferrell	Part-Time Faculty	2025	✓	4/4
Michael	Sormrude	Part-Time Faculty	2024	✓	8/8
Michele	Delucia	Part-Time Faculty	2024	✓	7/8
Rex	Gilliland	Philosophy	2026	✓	8/8
Elliott	Horch	Physics	2024	✓	8/8
Jonathan	O'Hara	Political Science	2025	✗	2/8
Kate	Marsland	Psychology	2025	✗	4/8
Chris	Budnick	Psychology	2024	✓	7/8
John	Nwangwu	Public Health	2024	✓	8/8
Deron	Grabel	Recreation, Tourism, & Sport Management	2026	✗	4/8
Isabel	Logan	Social Work	2026	✓	5/6
Stephen	Monroe Tomczak	Social Work	2025	✓	6/8
Gregory	Adams	Sociology	2026	✓	8/8
Joan	Weir	Special Education	2024	✓	5/6
Douglas	Macur	Theatre	2024	✓	8/8
Tricia	Lin	Women's & Gender Studies	2025	✓	8/8
Luke	Eilderts	World Languages & Literatures	2026	✓	8/8
Natalie	Starling	SCSU Faculty Senate President	2024	✓	8/8
Dwayne	Smith	SCSU President		✓	8/8
Barbara	Cook	Chair, Graduate Council		✓	8/8
Meghan	Barboza	Chair, Undergraduate Curriculum Form		✓	7/8
Pierce	Kozlowski	SGA		✗	4/7

GUESTS

Craig Hlavac
Michael Dodge
Linda Cunningham

Marilu Rochefort
Tracy Tyree
Trevor Brolliar

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 2022) Michele DeLucia (spring 2023)
Faculty Development Advisory Committee (FDAC)	Klay Kruczek
Undergraduate Curriculum Forum (UCF) liaison	Cindy Simoneau
University Library Committee (ULC)	Amy Jansen 1 Representative Unfilled
Working Group for Governing Bodies & Documents	Paul Petrie (Rules rep) Jeffrey Webb (Rules rep) Michael Shea (senator, non-Rules member, rep)
Strategic Action Plan Subcommittees <ul style="list-style-type: none"> • Advancing Social Justice • Maintaining Academic Excellence • Engaging our Community 	Miriah Kelly Kenneth McGill Michael Sormrude
DEI Advisory Council	Laurie Bonjo
Chief of Police Search Committee	Isabel Logan

December 6, 2023

Faculty Senate President Natalie Starling called the 8th meeting of the Faculty Senate to order at 12:13 p.m. via Zoom.

- I. Announcements
 - A. T. Lin shared information about the upcoming WGS conference to be held on April 19 and 20, 2024. The call for papers can be found by clicking [here](#).
 - B. M. Diamantis shared that the AAUP holiday luncheon will take place on Thursday December 14 in the Adanti Student Center Ballroom.
 - C. SGA will host a conference the afternoon and evening of February 9.
 - D. S. Simoneau shared that the latest edition of the *Crescent* magazine is now available.

- II. Minutes of the previous meeting held on November 15, 2023, were accepted as distributed. <https://inside.southernct.edu/faculty-senate/meetings>

- III. Faculty Senate President's Report
<https://inside.southernct.edu/faculty-senate/meetings>
 - A. T. Lin inquired about the next steps concerning academic advising in light of the proposed changes (see December 6 President's Report). N. Starling shared that her understanding is that the Provost will call a meeting of the stakeholders. We are waiting for additional information. M. Shea shared that the meeting with the Provost and the President went very well, and he thanked them both for their openness for dialogue. N. Starling echoed M. Shea's comments.

- IV. Reports of the Faculty Senate Standing Committees
 - A. Reports of the standing committees have been received.
 - B. Elections (K. Kruczek): Reminded Senators to vote and remind their colleagues to vote for the members of the OWLL Advisory committee.
 - C. Finance (C. Simoneau): The travel fund account for full- and part-time faculty remains very healthy; please use and encourage your colleagues to use the funds. The BOR has a meeting planned for December 14 to discuss a tuition increase.
 - D. N. Starling reminded Senators of the Blackboard updates for Spring 2024. R. Gilliland asked for clarification on the rollout. D. Macur shared that the first phase would modify the way a user navigates Blackboard. T. Broliar confirmed this. The more significant change will happen for Fall 2024.

- V. Special Committees
 - A. UCF (M. Barboza): The Registrar has found a solution to keeping accelerated pathways in the catalog.
 - B. Graduate Council (B. Cook): Graduate program coordinators expressed interest in learning more about their roles and responsibilities; orientation opportunities will begin in the Spring. A reminder to faculty that the most recent forms for programs and courses are located on the Confluence platform. Using older forms will cause delays.

- VI. New Business
 - A. On behalf of the Faculty Senate Executive Committee, N. Starling **moved to approve** the Resolution for Information "Support for Presidential Search Concerns at Eastern Connecticut

State University (ECSU) and Central Connecticut State University (CCSU) Senate Response to ECSU.”

i. After discussion, the body moved to a vote.

1. Vote tally

a. Yes41

b. No1

i. The motion to approve the resolution was **approved**.

B. P. Petrie **moved** to extend the charge of the Working Group for Governing Bodies & Documents into the Spring 2024 semester. **Seconded**.

i. After discussion, the body moved to a vote.

1. Vote tally

a. Yes 37

b. No 0

i. The motion to extend the charge of the Working Group was **approved unanimously**.

C. B. Cook suggested FS investigate the experiences of non-tenured, non-promoted faculty on campus. M. Diamantis suggested it be brought to the executive committee for consideration. M. Shea and P. Petrie discussed the difficulty in implementing P&T guidelines. N. Starling suggested bringing this issue to P. Crowley and E. Perouse-Harvey of the Newer Faculty Discussion Group.

VII. Adjournment

A. J. Webb **moved to adjourn**. **Seconded**.

i. The meeting adjourned at 1:09 p.m.

L. Eilderts
Secretary

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

Resolution For Information:

Support for Presidential Search Concerns at Eastern Connecticut State University (ECSU) and Central Connecticut State University (CCSU) Senate Response to ECSU

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

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

Whereas, The Faculty Senate recognizes its role within the Connecticut State University (CSU) system in representing SCSU faculty as one of four members that constitute the CSUs (CCSU, ECSU, SCSU, and Western Connecticut State University (WCSU));

Whereas, The Faculty Senate recognizes such a role includes a shared responsibility to strive toward collective awareness of and support for the efforts of the other CSUs to further academic excellence and engage in shared governance;

Whereas, The Faculty Senate has historically expressed support for other institutions within the Connecticut State Colleges and Universities system ([Resolution F-2017-05](#); [Resolution S-2017-10](#); [Resolution F-2022-04](#));

Whereas, The ECSU and CCSU Senates recently passed Resolutions regarding changes to the presidential search process, which include forgoing public campus visits and public forums for presidential candidates (attached); and

Whereas, The [AAUP Statement on Presidential Searches](#) (attached) specifies that “AAUP policy statements make clear that such decisions to forgo public campus visits and public forums by finalists violate longstanding principles of shared governance. Shared governance helps ensure that universities and colleges serve the public interest... Faculty members should demand that their institutions observe established norms of shared governance by involving faculty representatives in all stages of the search process and by providing the entire faculty and other members of the campus community the opportunity to meet with search finalists in public on campus.”; now, therefore, be it

Resolved, That the SCSU Faculty Senate supports the Resolutions from ECSU and CCSU.

Eastern Connecticut State University Senate Resolution SR 23/24 – 04
Senate Resolution on Campus Visits for Presidential Searches

WHEREAS Chancellor Cheng notified the ECSU Community on 9/12/23 that he was launching the presidential search process;

WHEREAS the ECSU Community was notified in the CSCU System Office document “Process for the Appointment of a CSCU University President” that no presidential candidate would visit the ECSU campus;

WHEREAS past CSCU policy regarding presidential searches has required finalists to visit CSU campuses to meet faculty, staff, and students **prior** to being offered the position;

WHEREAS this past CSCU policy regarding presidential searches and campus visits has only helped, and not hindered, the search process;

WHEREAS some candidates might be wary of accepting an offer from an institution that they never have visited;

WHEREAS appointing a campus president that the majority of faculty, staff, and students have never met undermines confidence in that candidate, as well as the system office and board which approved such a process;

WHEREAS this new structure of CSCU presidential searches lacks transparency and ECSU is a public institution that requires transparency;

BE IT RESOLVED that all finalists in the ECSU Presidential Search should visit the ECSU campus to meet faculty, staff and students **prior** to being offered the position.



William Lugo, Senate President October 31, 2023

RESOLUTION ON PRESIDENTIAL SEARCHES

WHEREAS, each of the colleges and universities that comprise CSCU is headed by a president;

WHEREAS, it is crucial for the future of each university that it be headed by a highly qualified, competent, and experienced academic;

WHEREAS, the decisions made by the president of each university have an impact on the lives and careers of hundreds of dedicated teaching and administrative faculty members, and thousands of students;

WHEREAS, it is essential for a successful president to foster positive relationships with the teaching faculty, administrative faculty, and students of the institution;

WHEREAS, teaching and administrative faculty members who have dedicated decades of their lives to the education of our students are in the best position to assess the qualifications of applicants to the position of a university president;

WHEREAS, a presidential candidate who does not visit the university campus as part of the hiring process will have extremely limited opportunities to interact with teaching faculty, administrative faculty, and students as part of that process;

WHEREAS, a qualified presidential candidate who does not have the opportunity to visit campus as part of the search process might be reluctant to accept the position;

BE IT RESOLVED, that the CCSU Faculty Senate demands that all presidential searches in CSCU must be national searches conducted consistently with principles of equity and inclusion;

BE IT FURTHER RESOLVED, that the CCSU Faculty Senate demands that such presidential searches should be conducted by a single search committee, who reviews the credentials and interviews candidates, and makes hiring recommendations to the CSCU Chancellor, with more than half of the search committee being members of the teaching and administrative faculty of the institution whose president is being hired, elected by their peers or by faculty representative bodies;

BE IT FURTHER RESOLVED; that the CCSU Faculty Senate asserts that presidential search committees must establish criteria for the selection of the president, and that such criteria must include that applicants must hold an earned terminal degree in their field, and have many years of higher education experience, including at least some years as a high-ranking administrator in an institution of higher education;

BE IT FURTHER RESOLVED, that the CCSU Faculty Senate demands that searches for university presidents be conducted according to [principles espoused in the AAUP Statement on Presidential Searches](#), and in particular, that presidential searches must include a campus visit for every finalist.



November 3, 2015

Statement on Presidential Searches

In recent months at a number of colleges and universities across the country controversy has emerged over decisions by governing boards to conduct searches for new presidents or chancellors in secret, abandoning the previously standard practice of inviting a select group of finalists to visit the campus and meet publicly with faculty and other members of the campus community. The rationale for such secrecy is that open meetings discourage applications from highly qualified candidates, although no evidence has ever been offered to suggest that this is in fact the case.

AAUP policy statements make clear that such decisions to forgo public campus visits and public forums by finalists violate longstanding principles of shared governance. Shared governance helps ensure that universities and colleges serve the public interest. Serving this interest is why we have public universities and colleges and why we grant special tax status to nonprofit private universities and colleges.

As the Academic Senate at Sonoma State University has declared, "Forgoing announcing finalists' names publicly and scheduling official campus visits for them would be behavior more characteristic of a private corporation than a public university. Doing so would also mean a less transparent search process and less confidence in the outcome on the part of the university community and public. . . . Such visits give the university and public insight into finalists' knowledge of the campus and their ability to unify and lead the students, faculty, staff and administration. They also give finalists insight into the university community they aspire to lead."

Although governing boards have the legal responsibility for selection of a president, the process of selection is fundamental in determining which candidate has the most appropriate academic leadership and administrative skills needed to lead the institution. The 1966 [Statement on Government of Colleges and Universities](#), formulated jointly by the AAUP, the American Council on Education, and the Association of Governing Boards of Universities and Colleges states:

Joint effort of a most critical kind must be taken when an institution chooses a new president. The selection of a chief administrative officer should follow upon a cooperative search by the governing board and the faculty, taking into consideration the opinions of others who are appropriately interested. The president should be equally qualified to serve both as the executive officer of the governing board and as the chief academic officer of the institution and the faculty. The president's dual role requires an ability to interpret to board and faculty the educational views and concepts of institutional government of the other. The president should have the confidence of

the board and the faculty.

A 2013 report from the AAUP's Committee on College and University Governance entitled [Confidentiality and Faculty Representation in Academic Governance](#) declares:

Unless mandated to be open by state law, many such searches [for higher administrative officers] have an initial, confidential screening stage conducted by a search committee that includes faculty members. The next stage is normally one in which finalists are interviewed. At this point in the process, the names of finalists should be made public to the campus community so that the community at large, faculty committees, or at least selected faculty members have an opportunity to interview the finalists and forward their views to the search committee or to a consulting firm employed by the college or university.

The conclusion of the same document recommends:

Searches for presidents and other chief academic officers should have an open phase that allows individual faculty members as well as faculty bodies to review the credentials of finalists, ask questions, and share opinions before a final decision is made.

Finally, the AAUP website provides a [Presidential Search Committee Checklist](#) to guide institutions in the application of these policies. This emphasizes that

open visits are crucial in the success of the search process because they permit members of the campus community to participate in providing impressions, as well as to contribute to the candidate's understanding of the culture of the institution. In this final phase of the selection process, open visits present vitally important opportunities for both the campus community and the candidate to determine each other's suitability. This final step is extraordinarily useful to the search committee in making its final recommendation to the board.

The AAUP thus calls upon colleges and universities to resist calls for closed, secretive searches and reaffirm their commitment to transparency and active faculty engagement in the hiring of higher administrative officers. Faculty members should demand that their institutions observe established norms of shared governance by involving faculty representatives in all stages of the search process and by providing the entire faculty and other members of the campus community the opportunity to meet with search finalists in public on campus.

Rudy Fichtenbaum, AAUP President

Henry Reichman, Chair, Committee A on Academic Freedom and Tenure Michael

DeCesare, Chair, Committee on College and University Governance