



FACULTY SENATE

UNAPPROVED MINUTES OF OCTOBER 16, 2024

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

The 4th Meeting of the Faculty Senate AY 2023-2024 was held on October 16, 2024, at 12:11 p.m. via Zoom.

Attendance

| FIRST | LAST | DEPARTMENT | TERM ENDS (SPRING) | ATTENDANCE | TOTAL |
|-----------|--------------------|---|--------------------|------------|-------|
| Lisa | Haylon | Accounting | 2025 | | 3/4 |
| Valerie | Andrushko | Anthropology | 2026 | | 3/4 |
| Jeff | Slomba | Art & Design | 2027 | | 4/4 |
| | | Athletics | 2026 | | |
| Nicholas | Edgington | Biology | 2026 | | 4/4 |
| Kate | Toskin | Business Information Systems | 2025 | | 4/4 |
| Jeff | Webb | Chemistry & Biochemistry | 2026 | * | 3/4 |
| Shawneen | Buckley | Communication Disorders | 2027 | | 4/4 |
| Melanie | Savelli | Communication, Media & Screen Studies | 2025 | | 3/4 |
| Shafaeat | Hossain | Computer Science | 2025 | | 4/4 |
| Matthew | Ouimet | Counseling | 2027 | | 2/4 |
| Laurie | Bonjo | Counseling & School Psychology | 2026 | | 3/4 |
| Beena | Achhpal | Curriculum & Learning | 2027 | | 4/4 |
| Maria | Diamantis | Curriculum & Learning | 2024 | | 4/4 |
| Jennifer | Cooper Boemmels | Earth Science | 2025 | | 4/4 |
| Younjun | Kim | Economics | 2027 | | 4/4 |
| Peter | Madonia | Educational Leadership & Policy Studies | 2026 | | 3/4 |
| Paul | Petrie | English | 2026 | | 4/4 |
| Mike | Shea | English | 2027 | | 3/4 |
| Eric | West | Environment, Geography, & Marine Sciences | 2025 | | 4/4 |
| Sandip | Dutta | Finance & Real Estate | 2025 | | 3/4 |
| Amanda | Strong | Healthcare Systems & Innovation | 2025 | | 3/4 |
| | | Health & Movement Sciences | 2025 | | |
| Daniel | Swartz | Health & Movement Sciences | 2025 | | 4/4 |
| Christine | Petto | History | 2026 | | 4/4 |
| Polly | Beals | History | 2026 | | 4/4 |
| Yan | Liu | Information & Library Sciences | 2027 | | 4/4 |
| Cindy | Simoneau | Journalism | 2027 | | 4/4 |
| Elizabeth | Wilkinson | Library Services | 2026 | | 4/4 |
| Amy | Jansen | Library Services | 2025 | | 4/4 |

| | | | | | |
|----------------|-------------------|---|------|---|-----|
| Alison | Wall | Management & International Business | 2025 | | 4/4 |
| Melvin | Prince | Marketing | 2026 | | 4/4 |
| Sebastian | Perumbilly | Marriage & Family Therapy | 2025 | | 4/4 |
| Ray | Mugno | Mathematics | 2025 | | 4/4 |
| Owen | Biesel | Mathematics | 2025 | | 4/4 |
| Jonathan | Irving | Music | 2026 | | 3/4 |
| Deborah | Morrill | School of Nursing | 2026 | | 4/4 |
| Elizabeth | Hurlbert | School of Nursing | 2027 | | 3/4 |
| Virginia | Metaxas | Part-Time Faculty (HIS) | 2026 | | 4/4 |
| Garbielle | Ferrell | Part-Time Faculty (JRN) | 2025 | | 4/4 |
| Michael | Sormrude | Part-Time Faculty (BIO) | 2024 | * | 0/4 |
| Michele | Delucia | Part-Time Faculty (PSY) | 2024 | * | 0/4 |
| Rex | Gilliland | Philosophy | 2026 | | 4/4 |
| Evan | Finch | Physics | 2027 | | 4/4 |
| Jonathan | O'Hara | Political Science | 2025 | * | 0/4 |
| Katherine | Marsland | Psychology | 2025 | | 2/2 |
| | | Psychology | 2027 | | |
| John | Nwangwu | Public Health | 2027 | | 4/4 |
| Deron | Gabel | Recreation, Tourism, & Sport Management | 2026 | | 4/4 |
| Isabel | Logan | Social Work | 2026 | | 4/4 |
| Stephen Monroe | Tomczak | Social Work | 2025 | | 4/4 |
| Gregory | Adams | Sociology | 2026 | | 4/4 |
| Joan | Weir | Special Education | 2027 | | 4/4 |
| Douglas | Macur | Theatre | 2027 | | 3/4 |
| Tricia | Lin | Women's & Gender Studies | 2025 | | 4/4 |
| Luke | Eilderts | World Languages & Literatures | 2026 | | 4/4 |
| | | | | | |
| Natalie | Starling | SCSU Faculty Senate President | 2025 | | 4/4 |
| Dwayne | Smith | Interim SCSU President | | | 4/4 |
| Barbara | Cook | Chair, Graduate Council | | | 4/4 |
| Meghan | Barboza | Chair, Undergraduate Curriculum Form | | | 4/4 |
| Riyanna Sarah | Singleton Wittman | SGA | | * | |

GUESTS

Dominika
Dyan Robinson
Klay Kruczek
Marilu Rochefort
Steven Hoffler
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.

| Faculty Senate Representation | Faculty Senate Representative(s) |
|---|---|
| Administrative Faculty Senate | Kate Marsland |
| Chief Financial Officer (CFO) Search Committee | Natalie Starling |
| Chief Information Officer (CIO) Search Committee | Matt Rothbard |
| DEI Advisory Council | Laurie Bonjo |
| Early College Experience | Joan Weir |
| Faculty Development Advisory Committee (FDAC) | Kate Marsland |
| Social Venture Partners | Mike Shea Jeff Webb Melanie Uribe Stephen Monroe Tomczak Michael Sormrude |
| 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 |
| Undergraduate Curriculum Forum (UCF) liaison | Cindy Simoneau |
| University Budget and Space Committees | Nicholas Edgington Cindy Simoneau Christine Petto |
| University Library Committee (ULC) | Amy Jansen 1 Representative Unfilled |
| VP of DEI Search Committee | Laurie Bonjo Elizabeth Hurlbert |

October 16, 2024

Faculty Senate President Natalie Starling called the 4th meeting of the Faculty Senate to order at 12:11 p.m. via Zoom.

- I. Announcements
 - A. C. Simoneau shared that on October 18, Southern would host its 39th annual Southern High School Journalism day.
 - B. T. Lin shared that on October 24 at 5:30 in the School of Business Building, the Women's & Gender Studies Program and the Women in Leadership Academy will host the Women's Resiliency Forum.

- II. Minutes of the previous meeting held on October 2, 2024, were accepted as distributed.
<https://inside.southernct.edu/faculty-senate/meetings>

- III. Faculty Senate President's Report
<https://inside.southernct.edu/faculty-senate/meetings>
 - A. K. Marsland inquired about the status of remote access to university functions. N. Starling shared that she has shared that inquiry with President Smith. President Smith shared that they are considering the different needs and issues (e.g., time conflicts, accessibility), and that a solution should not be difficult to reach.
 - B. K. Marsland inquired about the status of the discussion regarding our change in status to R2 and its possible impact on our university mission and the students. President Smith shared that he did not believe this would change the university's mission. It is true that it would represent a change in our classification within the Carnegie system, but he reiterated that it would not change our mission. He also shared that there would be time for conversation about the change in status and that the entire university community would be invited. Academic Affairs has been charged with organizing those conversations. K. Marsland followed up with a question about how the Carnegie classification works and how it takes effect. President Smith shared that the classification is only that, a classification. It is based on two things: the number of doctoral grants awarded, and the amount of competitive grants received. For R2 status, that means a minimum of 20 doctoral degrees and \$5 million in grants. Currently at Southern, we receive nearly \$10 million in grants. He also shared that Southern has changed since its founding in 1893 in different and positive ways. He concluded by reiterating the importance of having an ongoing discussion about this status. M. Shea encouraged President Smith to begin the conversations soon. N. Starling reminded the body that the Provost should and will be a part of these conversations; however, J. Irwin was unable to attend the meeting today and has been invited to speak about them at our next meeting.

- IV. Reports of the Standing Committees
 - A. The reports of the Standing committees were received.
 - B. Finance (C. Simoneau): Shared that there was an update to the report submitted to the packet: in addition to the BOR Finance and Budget meeting planned for October, there will also be a special meeting on October 17. She also shared that Senators can review the capital requests from the CSUs and Community Colleges. The Finance and Budget committee will review and then make recommendations to the full BOR. K. Marsland inquired about the prioritization of Earl Hall and the School of Education. C. Simoneau answered that, while she did not have the exact information in front of her, one of them was number 2 on the BOR list and the other was number 9. President Smith shared that the budget submitted to the BOR Finance committee was still under review. He also shared that there is about \$300 million in funds that have not yet been released by the legislature. He also shared that he visited Representative DeLauro's office in Washington, D.C., and we have approximately \$10 million in funds from her office that have not yet been reduced or removed, so he is hopeful that we will be able to count on those funds.

- C. N. Starling, the Faculty Senate Representative to the CFO search, shared that the search was progressing she was hopeful that we would have a positive outcome before the academic year concludes.
- D. J. Nwangwu inquired about the status of the Faculty Fellows that were hired under the previous Provost. He shared his department's concerns that they were classified as "special appointments." N. Starling stated that she has shared those concerns with the current Provost and that J. Irwin would speak to that at the next Faculty Senate meeting. She also shared that any faculty employment with the university is dictated by the CBA and that the CBA must be followed unless an MOU were to be drafted and approved by the union and administration. Finally, she shared that since there is no other classification for the fellows other than "special appointment," their trajectory and renewal by which an affirmative action search must take place, is all dictated by the CBA. S.M. Tomczak confirmed that this is the case.
- E. K. Marsland inquired about the Statement on Service. S.M. Tomczak shared that conversations are ongoing in the Personnel Policy committee.
- F. K. Marsland inquired about the changes to the Honors Convocation ceremony and the criteria for student participation. She expressed concern that only students who had achieved a GPA of at least 3.0 could participate. She also expressed concern that this would disenfranchise students who may receive awards that are not necessarily tied to GPA achievement, like service awards. K. Marsland asked if this was being discussed in the Academic Policy committee (APC). N. Starling and M. Diamantis confirmed that this is not currently a charge of the APC. N. Starling stated that the Executive Committee would review the potential charge and determine next steps.

V. Special Committees

- A. Reports were received.
- B. UCF (M. Barboza): Shared that a call for volunteers to participate on a task force to develop the definition of high-flex classroom modality would come forward. Currently, UCF and Grad Council are working on this issue.
 - i. K. Marsland inquired about the requirement that an academic impact study would need to be completed before any major change could be implemented, and even if this is no longer in force, that this might be something the UCF should take up in regards to the change in status to R2. M. Barboza stated that she was not aware of such a requirement but that she would look into it. She also stated that, as a member of the Faculty Leadership Council (FLC), that she does engage in dialogue with Administration in that venue as a representative of the UCF, as does B. Cook for the Graduate Council. K. Marsland offered that the FLC is not a body with any official decision-making capacities. C. Simoneau, as former chair of the UCF, shared that the UCF has never conducted an independent impact study. Instead, the body has, when possible, worked closely with the Grad Council in a coalition to analyze a concern/issue, which is what is happening for the discussion on the high-flex modality. C. Simoneau also stated that while the FLC does not have decision making authority, it does have representation from all the units (Faculty Senate, UCF, Grad Council, Council of Academic Chairs, AAUP), and often helps in negotiations and decision making on certain issues. N. Starling asked that members send any questions or concerns via email to her or members of the Executive Committee. She also asked that senators discontinue discussion of any change in our status until the Provost can be present at the meeting. M. Shea shared that K. Marsland was referring to a previous resolution by the Faculty Senate, and therefore would not be found among UCF documents. M. Diamantis shared that the resolution being referred to was approved by the Senate in 2003. K. Marsland encouraged the body to take up the issue of asking for an academic impact study where appropriate, like the course modality question. She also apologized for her comments about the FLC; she did not intend to criticize this body. N. Starling shared that she received K. Marsland's comments about the FLC in a positive way.

- C. Grad Council (B. Cook): Shared that they are beginning a discussion on the potential of dual degrees at the graduate level. She also shared that they are working on a collaboration with UCF about the independent study policy, which, at the graduate level, is different from the undergraduate level. The goal of this group is to review and recognize the discussions between undergraduate and graduate student work. B. Cook also shared that the GC is working in collaboration with the Dean of Graduate and Professional Studies on the establishment of graduate awards. C. Petto asked if this would be a separate ceremony from the Honors Convocation; B. Cook shared that she did not know but that the question had been noted.
- D. T. Lin urged the administration to involve faculty and students in the decision making regarding the Graduate Commencement ceremony. K. Marsland asked where the discussion currently stands. B. Cook shared that the event is led by Integrated Communication and Marketing as well as members from the Lyman Center and the Adanti Student Center. Students and Faculty have traditionally not been a part of this discussion. B. Cook shared that requests have been made to President Smith to include students and faculty. N. Starling confirmed B. Cook’s statement. She also shared that when the social media announcement was made about this year’s ceremony, that she contacted J. Irwin about the concerns raised from faculty, especially in light of the efforts to collaborate and communicate about this specific event.
- E. Elections
 - i. Elections Officer, O. Biesel, **moved to open nominations** for a Faculty Senate representative to serve on the Chief Information Officer search committee. Hearing none, O. Biesel **closed nominations**, but encouraged members to contact him via email if interested.
 - ii. O. Biesel **moved to open nominations** for a Faculty Senate representative to serve as the liaison to the Administrative Faculty Senate. K. Marsland self-nominated. Hearing no additional nominations, O. Biesel **closed** nominations.
 - iii. O. Biesel **moved to open nominations** for a Faculty Senate representative to serve as the liaison to the Early College Program. J. Weir self-nominated. Hearing no additional nominations, O. Biesel **closed** nominations.
 - iv. O. Biesel **moved to open nominations** for a Faculty Senate representative to serve on the Faculty Development Advisory Committee. K. Marsland self-nominated. Hearing no additional nominations, O. Biesel **closed** nominations.
 - v. N. Starling shared that there are usually two representatives that serve on the University Library Committee; currently, we only have one (thank you. A. Jansen!). If there are any seats that senators are interested in, please reach out to her and O. Biesel. If seats are not filled, an announcement to the entire faculty will be made.

VI. New Business

- A. P. Petrie **moved to accept** the Resolution Regarding Amendment of the Faculty Senate Bylaws Governing Vacant Senate Seats.
 - i. After discussion, the body moved to a vote.
 - 1. Vote tally
 - a. Yes 39
 - b. No 1

VII. Guests

- A. K. Kruczek, Faculty Coordinator for Interfolio
 - i. K. Kruczek provided an update on Interfolio training sessions for faculty. An Interfolio representative will join campus constituents to introduce the platform. A session specifically for first-year faculty will take place from 3:00 to 3:45 pm, followed by a session for the Promotion and Tenure Committee from 4:00 to 4:30 pm. Future training sessions will be organized for DEC’s, P&T chairs, deans, and provosts, with recordings made available for faculty who cannot attend. The initial rollout includes only new first-year hires, with

Blackboard still in use for other faculty members until Interfolio is fully implemented. Faculty members can create Interfolio accounts individually in the interim. Kruczek demonstrated the platform's functionality, highlighting dossier management, document uploading, and the automated transfer system based on tenure and promotion deadlines. K. Marsland expressed gratitude for the work invested in implementing Interfolio and advocated for ensuring accessibility for differently-abled faculty members. She urged continued collaboration with accessibility and DEI resources to make the digital transition inclusive for all faculty. S. Dutta inquired about the timeline for Interfolio access for first-year hires, which Kruczek confirmed was communicated, though attendance at the workshop is optional. K. Marsland reiterated the importance of accessibility considerations during implementation to ensure a smooth and fair transition for all faculty, especially those who may encounter challenges with digital platforms.

VIII. Adjournment

- A. C. Simoneau **moved to adjourn. Seconded.**
 - i. The meeting adjourned at 2:02 p.m.

L. Eilderts
Secretary

Resolution Regarding Amendment of the Senate Bylaws Governing Vacant Senate Seats

| | |
|------------------|--|
| Whereas, | Southern Connecticut State University exists for the primary purpose of furthering academic excellence; |
| Whereas, | The SCSU Faculty Senate is the official representative body of the Academic Faculty; and |
| Whereas, | The Faculty Senate is responsible for making changes to the Faculty Senate Bylaws document; and |
| Whereas, | The Bylaws currently require replacement of a temporarily absent senator by an elected substitute who serves the remainder of the absent senator’s term; and |
| Whereas, | Temporary instead of permanent replacement of an absent senator during a vacancy would be less disruptive for departments, more respectful of the temporarily absent senator, less burdensome for the substitute senator, and more respectful of the department’s wishes; now, therefore, be it |
| <i>Resolved,</i> | That the following revision to the Faculty Senate Bylaws take effect upon ratification of this resolution. |
| | <p>Amend article II.E. as follows:</p> <p>E. Vacancies</p> <ol style="list-style-type: none"> 1. Permanent Vvacancies arising during the term of office of a Senator shall be filled by elections of the voting unit involved, by the above-mentioned procedure (Section II, Parts B or C) at the time such vacancies occur. The term of a Senator elected to fill a premature permanent vacancy shall be for the remainder of the vacated term, unless the vacancy occurs with one semester or less remaining; in that case, the term of the newly elected Senator shall be the remainder of the semester plus a regular three-year term. 2. Temporary vacancies arising during the term of office of a Senator shall be filled by elections of the voting unit involved, by the above-mentioned procedure (Section II, Parts B or C) at the time such vacancies occur. The term of a Senator elected to fill a premature temporary vacancy shall be for the duration of the vacancy, at which time the returning Senator shall complete the original term of office. |

STANDING COMMITTEES

Academic Policy Committee (APC)

Academic Policy Committee

Wednesday, October 23, 2024 - 12:10pm - 1:50pm

Online meeting via Zoom : <https://southernct-edu.zoom.us/j/85862135231>

Agenda – 10/23/2024

APC's fourth meeting of the 2024-2025 academic year.

Our current Agenda items, with notes - as updated:

1. **Graduate Pass/Fail and Course Withdrawal Policies – review the current and consider revisions as per Alicia Carroll, Registrar (last spring) - Alicia is attending our meeting today -**

A draft resolution will be attached for discussion... basically it will need to include the following highlighted revision items: (Graduate Pass-Fail policy feedback, with the only edit being made to the 2nd paragraph as shown below as per Alicia Carroll):

Graduate Pass-Fail Policy Paragraph #2:

Required courses in a graduate program may not be taken under the pass-fail option, including and no more than one elective course in any program may be taken under the pass-fail option. Undergraduate courses listed in any program that students are required to take to strengthen their academic backgrounds, may not be taken under the pass-fail option. There is no limit on the number of courses, which are not a part of the student's program of study, that may be taken under the pass-fail option.

As pointed out in the discussion, a program elective or directed elective is a choice of courses within a program's requirements. The most broad program elective I know of, as a point of reference, would be the [MA-History program](#) that allows for 15 credits in any graduate level history course towards its degree requirements. If the desire is to remove the pass-fail option for all program requirements, including any directed electives, then it seemed best to simply strike that language if.

Also, since the pass-fail option is not allowed for any program requirements, it seems more clear now that courses with higher grade minimums would also not be eligible. However, departments may still allow a student to enroll in a course as an elective (i.e. it is not needed by that student for their program of study) where it might be a program required course for another student. It does leave the door open for the scenario where a non-matriculated student is permitted to enroll in a course (that may or may not have a grade minimum), or a matriculated student is permitted to enroll in additional coursework above and beyond what their program requires or in a related/unrelated discipline based on personal interests).

2. **Updates and clarifications to Academic Misconduct – timeline, etc. connect with Academic Standing Committee** – current co-chairs of ASC - will be invited at our next APC meeting – to discuss/address issues
3. **Monitor Bookstore Issues** – Both Lauren Taylor and Rob DeMezzo will be visiting (12:30-1:00 pm) our APC meeting today to present updates and answer any questions.

4. Develop **Templates for Evaluation Letters from DECs & Chairpersons** - Trying to finalize a document with our suggestions of items/list to distribute for what we feel are necessary/required items on the evaluation letters (from Dept Chairs, DEC's, and Deans). This document will be shared at the full Faculty Senate for feedback.
5. **Department P & T Guidelines** - documents with faculty feedback and comments will be shared as an attachment today.
6. **Supplemental vs. primary file** discussion (Resolution sent back to committee in May 2023) (HOLD until AY 24-25 for Interfolio)
7. **Advise faculty body re Artificial Intelligence – also an item that requires faculty input....** Also an item with some feedback from Senators.
8. Development of Guidelines for **Dept Mergers & Splits**

<https://advising.uconn.edu/pass-fail-policy/>

<https://ccsu.smartcatalogiq.com/en/2023-2024/undergraduate-graduate-catalog/undergraduate-academic-policies-and-requirements/registration-related-policies/pass-fail-option/>

<https://www.easterncct.edu/advising/options-to-help-your-gpa.html>

Alicia Carroll to Everyone (Oct 23, 2024, 12:43 PM)

<https://advising.uconn.edu/pass-fail-policy/>

<https://ccsu.smartcatalogiq.com/en/2023-2024/undergraduate-graduate-catalog/undergraduate-academic-policies-and-requirements/registration-related-policies/pass-fail-option/>

<https://www.easterncct.edu/advising/options-to-help-your-gpa.html>

Owen Biesel to Everyone (Oct 23, 2024, 12:56 PM)

. There is no limit on the number of courses, which are not a part of the student's program of study, that may be taken under the pass-fail option.

Debbie Morrill to Everyone (Oct 23, 2024, 12:58 PM)

My apologies, I must leave early.

faculty member. Scheduled fall, spring, and summer semesters. Course taken as pass/fail only.

Sandip Dutta | Finance and Real Estate |SCOB to Everyone (Oct 23, 2024, 1:16 PM)

Can you enlarge the doc a little bit? Thank you!

Owen Biesel to Everyone (Oct 23, 2024, 1:43 PM). Minutes of the day:

<https://docs.google.com/document/d/1eFe8QE8FV3WD4tlyzQg-ocMIQ3dJP8KarV8BFg7-LXo/edit?usp=sharing>

Finance Committee (FC)

| Southern Connecticut State University | | | | | | | |
|---|---|----------------------|---------------------|----------------------|----------------------|--------|--------------------------|
| FY2025 AAUP Full Time & Part-Time Travel Funds, Creative RG & Travel (as of 10-21-24) | | | | | | | |
| Index | Description | FY 2025 Budget | FY2025 Expenses | FY2025 Encumbrance | FY 2025 Balance | Index | Estimated FY24 Carryover |
| AUP769 | AAUP Conf Wrkshp & Travel FT - 2025 | \$ 365,530.00 | \$ 24,633.79 | \$ 89,808.89 | \$ 251,087.32 | AUP768 | 171,304.30 |
| AUP772 | AAUP Conf Wrkshp & Travel PT - 2025 | 40,614.00 | 1,475.00 | 10,640.80 | 28,498.20 | AUP771 | 10,076.66 |
| VPA017 | Faculty Creative Activity-RG | 85,000.00 | 70,244.04 | - | 14,755.96 | VPA017 | - |
| VPA018 | Faculty Creative Activity-Travel | 85,000.00 | - | - | 85,000.00 | VPA018 | - |
| | Totals | \$ 576,144.00 | \$ 96,352.83 | \$ 100,449.69 | \$ 379,341.48 | | \$ 181,380.96 |
| Notes: | Encumbrance: TA's are processed and funds are committed | | | | | | |
| | Doesn't Include TA's that are in Transit or still being approved by the Provost & Travel Office | | | | | | |
| FY2024 | FY 24 Carryover estimated still has encumbrances (FT - \$150,708.76, PT - \$15,592.86) | | | | | | |
| | Depending on what still needs to be paid, carryover amount could change. | | | | | | |

[Link to Budget documents shared at the University Budget Committee meeting.](#) You will need to log in with your Southern credentials to see this file. Alternatively, a one-page capture of that document can be found after the BOR resolution below.

CSCU Board of Regents

RESOLUTION

Concerning

DIRECTIVE FOR DEVELOPMENT OF A FIVE-YEAR SUSTAINABILITY PLAN

October 24, 2024

- WHEREAS,** The Board of Regents for Higher Education (“BOR”) deems it essential for the Connecticut State Colleges and Universities system (“CSCU”) to engage in a proactive and comprehensive master planning effort to ensure long-term financial and operational sustainability, while prioritizing student success, recognizing the role of the New England Commission of Higher Education and its Standards of Accreditation, and honoring the unique missions of each of the six CSCU institutions, as well as the overarching goals of CSCU; and
- WHEREAS,** The BOR is responsible for monitoring the viability and effectiveness of CSCU and acts as its budgeting agency, in accordance with Sections 10a-6 and 10a-8 of the Connecticut General Statutes, respectively; and
- WHEREAS,** The BOR reaffirms its commitment to maintaining affordability, access, and high-quality education for all students across Connecticut, and recognizes the pressing challenges posed by impending demographic shifts, particularly in the Northeast region, as well as the expiration of one-time state and federal funding beginning in fiscal year 2026; and therefore, be it
- RESOLVED,** That the BOR directs the CSCU Chancellor to engage in a collaborative effort with the leadership of all CSCU institutions, including Presidents, financial and academic officers, and other relevant stakeholders, to develop a five-year sustainability plan (“Plan”); and be it further
- RESOLVED,** That the Plan shall include, but not be limited to:
1. A detailed analysis of demographic trends and anticipated enrollment changes and their impacts on revenue projections for each of the six CSCU institutions;
 2. Identification of academic strategies and innovations that respond to demographic shifts, financial constraints, technological changes, and workforce demands;
 3. A plan to address the fiscal gap resulting from the loss of one-time state and federal funding, emphasizing sustainable cost management strategies and minimizing reliance on reserves;
 4. Scenarios that assume no tuition increases for years one and two; and for each of the three years thereafter, tuition increases would be aligned with the Higher

Education Price Index not to exceed 4%, with financial impacts and mitigation strategies outlined to maintain the quality of education provided to students;

5. Strategies for the optimal utilization and repurposing of existing space and facilities to support institutional goals and student needs;
6. Measures to minimize or prevent adverse impacts on student support services including, but not limited to, academic advising, career counseling, tutoring, mental health and wellness, and other wraparound services designed to improve student retention and assist students throughout their higher education to completion.

RESOLVED, That a draft of the plan be submitted to the BOR by January 15, 2025, for initial review and feedback. A final version, along with any necessary presentations, will be submitted to the BOR and/or relevant committees for approval at a later date, which will be determined after the initial review.

A Certified Copy:

Pamela Heleen, Secretary
Board of Regents for Higher Education

SOUTHERN CONNECTICUT STATE UNIVERSITY
 Department for preparing exact annual financial statements
 FY24 Budget vs FY25 Budget

| Budget Line | Description | Current Periods | | | | Comparison with FY24 Adjustments | | | | FY25 Projections | | FY27 Projections | |
|-------------|---|-----------------|---------------|-------------|-----------------|----------------------------------|-----------------|-------------|-----------------|------------------|-------|------------------|-------|
| | | FY24 Actual | FY24 Estimate | FY24 Budget | 2024 Projection | FY24 Budget | FY24 Projection | FY25 Budget | FY25 Projection | % Chg | Delta | % Chg | Delta |
| 957 | Travel - General | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 0.00% | 0 | 0.00% | 0 |
| 958 | Travel - Special | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 0.00% | 0 | 0.00% | 0 |
| 959 | Travel - General (Revolving Fund) | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 0.00% | 0 | 0.00% | 0 |
| 960 | Business Expenses | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 0.00% | 0 | 0.00% | 0 |
| 961 | APR - Travel (Faculty Fee) | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 0.00% | 0 | 0.00% | 0 |
| 962 | Accountant Fees | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 0.00% | 0 | 0.00% | 0 |
| 963 | State Appropriations | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 0.00% | 0 | 0.00% | 0 |
| 964 | Food Service (Food Service) | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 0.00% | 0 | 0.00% | 0 |
| 965 | Medical of Fringe Fee by State | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 0.00% | 0 | 0.00% | 0 |
| 966 | Operation Support (Medical Support) | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 0.00% | 0 | 0.00% | 0 |
| 967 | Power Operation Support (Medical Support) | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 0.00% | 0 | 0.00% | 0 |
| 968 | Other Power | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 0.00% | 0 | 0.00% | 0 |
| 969 | FY25 Change | - | - | - | - | - | - | - | - | - | - | - | - |
| 970 | Total FY25 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 0.00% | 0 | 0.00% | 0 |
| 971 | Travel - General | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 42,317,102 | 0.00% | 0 | 0.00% | 0 |
| 972 | Travel - Special | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 10,620,478 | 0.00% | 0 | 0.00% | 0 |
| 973 | Travel - General (Revolving Fund) | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 27,706,957 | 0.00% | 0 | 0.00% | 0 |
| 974 | Business Expenses | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 12,429,133 | 0.00% | 0 | 0.00% | 0 |
| 975 | APR - Travel (Faculty Fee) | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 276,000 | 0.00% | 0 | 0.00% | 0 |
| 976 | Accountant Fees | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 50,559,940 | 0.00% | 0 | 0.00% | 0 |
| 977 | State Appropriations | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 0.00% | 0 | 0.00% | 0 |
| 978 | Food Service (Food Service) | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 10,116,466 | 0.00% | 0 | 0.00% | 0 |
| 979 | Medical of Fringe Fee by State | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 4,405,951 | 0.00% | 0 | 0.00% | 0 |
| 980 | Operation Support (Medical Support) | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 21,440,013 | 0.00% | 0 | 0.00% | 0 |
| 981 | Power Operation Support (Medical Support) | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 6,791,099 | 0.00% | 0 | 0.00% | 0 |
| 982 | Other Power | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 4,633,158 | 0.00% | 0 | 0.00% | 0 |
| 983 | FY25 Change | - | - | - | - | - | - | - | - | - | - | - | - |
| 984 | Total FY25 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 115,967,825 | 0.00% | 0 | 0.00% | 0 |

Assumptions:
 1. Enrollment increased by 3.5% each year.
 2. Enrollment per student increased by 1.5% each year.
 3. Positions plus \$1 million discretionary adjustment.
 4. Reduction.

Important:

Comparison with FY24 Adjustments:

Southern Connecticut State University

FACULTY SENATE

**FACULTY SENATE
PERSONNEL POLICY COMMITTEE**

Minutes

October 23, 2024

| FIRST | LAST | DEPARTMENT | ATTENDANCE | TOTAL |
|-------------------|---------|--|------------|-------|
| Amy | Jansen | Library Services | X | 4/4 |
| Tricia | Lin | Women's & Gender Studies | X | 4/4 |
| Virginia | Metaxas | Part-Time Faculty | X | 4/4 |
| Mike | Shea | English | X | 3/4 |
| Stephen Monroe | Tomczak | Social Work | | 3/4 |
| Alison | Wall | Management & International Business | X | 4/4 |

Convened at 12:10 pm

Minutes of October 9, 2024 – Approved

OLD BUSINESS

- ◆ Resolution for Information about Service
 - Provost Irwin will be coming to next meeting for discussion.
- ◆ How can academic advising be further clarified in the faculty evaluation categories?
 - Have we settled this? Would like to get load credit time ideally. In P&T process? Recognized in service, reassigned time necessary for load credit.
 - Quantity can be surveyed. How is quality measured?
 - Survey dept chairs for numbers of advisees?
 - Would Navigate track this? Advising office starts with everyone, then hands off to depts.
 - Advisees usually require about (average) 30 minutes of faculty time each for each semester.
- ◆ P & T Guidebooks: review and determine if updates are needed and make recommendations; determine purpose and therefore existence of the guidebooks.
 - Many departments & individuals appreciate the guidebooks.
 - Should P&T committee be updating guidebooks? If procedures document changes are made, then guidebook changes would be necessary. But if PPC isn't made aware of changes, they wouldn't necessarily be updating it.
 - P&T committee may not have time to do this.
 - Specific task force created by Senate? Would be a mix of faculty, from Senate, PPC, P&T, AAUP rep, perhaps every 2-3 years
 - Shorten procedures, like CCSU? Central is different in their P&T policy, P&T committees done by school, with separate dept guidelines.
 - If brought to Senate floor, would faculty respond that they want less work, not more?

Tabled for Future Discussion:

- ◆ From P&T Guidebook discussion

- Consider adding a sentence that states each discipline grows and expands examples of quality of activity,
- Can consider for example Open Education Practices (OEP) and the use and creation of Open Educational Resources (OER) (or within departmental guidelines).
- ◆ Ability for P & T Committee to allow abstentions (consider switching to “No” votes in procedures doc)
 - Can committee allow abstentions? (consider switching to ONLY “Yes” or “No” votes in procedures doc because of new requirement of “8 Yes” votes).
 - Connect with P & T Chair - M Diamantis will come to next meeting.
- ◆ (NEW Charge) Issue of reviewer access to Blackboard or other course platform for faculty evaluations.

Meeting Adjourned at 1:28 pm

Rules Committee (RC)

UFS RULES COMMITTEE MINUTES 10/23/2024 (12:10-12:50pm via Teams)

Attendance:

| FIRST | LAST | DEPARTMENT | ATTENDANCE | TOTAL |
|----------|----------|----------------------------|------------|-------|
| Polly | Beals | History | x | 4/4 |
| Shawneen | Buckley | Communication Disorders | x | 4/4 |
| Jonathan | Irving | Music | (x) | 3/3 |
| Paul | Petrie | English | x | 4/4 |
| Matthew | Rothbard | Health & Movement Sciences | x | 2/3 |

1. Officer duties (develop list of duties for all senator officers for posterity): Petrie will track down two (?) remaining officers / committee chairs for last pieces of information. Next: review of info; decisions about formatting and editing document.
2. Sabbatical Leave document:
 - a. New: document provisions for missed deadlines with extenuating circumstances. Drafted potential document language specifying contacts and procedures. Beals will research other governance documents (P&T, FCARG, etc.) for potential parallel language there.
 - b. HR's role in sabbatical process: Petrie will invite Darci Carson to talk with committee about HR's role and potential changes and clarifications.
3. Chairperson document: Petrie will post clean copy on Rules Teams site for individual review before group evaluation / editing at next meeting.

—Paul R. Petrie 10/23/2024

Student Policy Committee (SPC)

Minutes
 Student Policy Committee
 10/23/2024
 Via Zoom
 12:30

| First | Last | Department | Attendance | Total |
|-----------|-----------|--|------------|-------|
| Beena | Achpal | Curriculum & Learning | x | |
| Laurie | Bonjo | Counseling& School Psychology | | |
| Gabrielle | Ferrell | Part time Faculty | x | |
| Deron | Grabel | Recreation, Tourism & Sport Management | x | |
| Elizabeth | Hulbert | Nursing | | |
| Kate | Marsland | PSY | x | |
| Matthew | Ouimet | Counseling | | |
| Amanda | Strong | Healthcare Systems & Innovation | x | |
| Joan | Weir | Special Education | x | |
| Elizabeth | Wilkinson | Library Services | x | |

1. Minutes approved
2. Update Navigate- currently more vetting for who has access and faculty information is no longer available
3. Update on Menstrual Equity- Elizabeth W. will follow up with Amy Jansen.
4. Housing insecurity. Mayor's office? Where is Southern in this conversation? Should this be a charge?
5. Dr. Smith @1:00. He shared with us data about retention and graduation rates. Retention and degree completion are an issue. He will email the data for us to look at. Currently our completion rate is 48% Goal is 60% by 2028. Committee brainstormed with Dr. D how we can support this goal. Ideas included looking at the number of student alerts for first year students

Technology Committee (TC)