

Five Strategic Successes

- **New Sabbatical Opportunities:** Launched revised SUOAF sabbatical framework; first proposal has moved to University President for final approval
- **Advocacy Victory:** Secured inclusive search procedures ensuring administrative faculty representation
- **Professional Development:** Delivered "Standing Strong" panel and Exploring "Bring Your Child to Workday" event
- **Governance Modernization:** Revised constitution, established three new committees, implemented strategic plan
- **Policy Impact:** New committee reviewing campus policies with six priority initiatives for 2025–2026

Spring Election Results

Congratulations to our newly elected and re-elected Administrative Faculty Senate members! Following a successful election cycle with voting conducted from May 23–June 2, we're excited to welcome fresh perspectives and continued leadership to the 2025–2026 Senate.

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| • Omar Abid | • Patricia Gagliardi | • Stefanie Ortiz |
| • Alandre Alexis | • Lisa Galvin | • Chris Piscitelli |
| • Ebonee Brown | • Esteban Garcia | • Leilannie Quintana |
| • Phil Bryant | • Amy Grotzke | • Jenna Retort |
| • Ajay Chhabra | • Jacqueline Isabella | • Betsy Roberts |
| • Emily Cole | • Jordan Jones | • Dyan Robinson |
| • Britt Conroy | • Andrew Kim | • Daisy Torres-Baez |
| • Marlene Cordero | • Ben McNamee | • Ayanna Walker |
| • Nina Cote | • Patti Moran | • Megane Watkins |
| • Amy Feest | • Aimee O'Shea | • Robert Yanez |

New Executive Committee Elected

During the Administrative Faculty Senate annual meeting, held on Friday, June 13th, a new Executive Committee was elected: [Jordan Jones](#) will serve as President, [Jenna Retort](#) as Vice President, [Amy Feest](#) as Treasurer–Trustee, and [Jackie Isabella](#) as Secretary. [Lisa Galvin](#) will serve as Parliamentarian.

This new Executive Committee will serve a two-year term. An election for a President–Elect will be held in June 2026; this individual will serve for one year before assuming the presidency in June 2027.

Highlights and Updates SPRING 2025

Administrative Faculty Senate President's Message

The 2024–2025 academic year marked a pivotal transformation for the Administrative Faculty Senate. Through strategic leadership and collaborative governance, we evolved into a more effective advocate for administrative faculty while strengthening our partnership with university leadership. This evolution was driven by our commitment to empowering every administrative faculty member to thrive professionally while contributing meaningfully to Southern's mission.

Our comprehensive achievements this year established a foundation for sustained impact. We modernized our governance structure, launched three new committees that directly serve member needs, and secured presidential approval for all resolutions addressing inclusive search practices and strategic planning. From launching the first-ever staff sabbatical framework to delivering meaningful professional development programming and policy analysis, our committees delivered results that benefit both individual careers and institutional excellence.

As we transition to new leadership under Interim President Dr. Sandy Bulmer, the Administrative Faculty Senate enters 2025–2026 from a position of strength. The culture of engagement we've cultivated and the strategic frameworks we've implemented position us to continue making a significant difference in the lives of administrative faculty and the broader university community.

I invite you to explore the detailed committee accomplishments that follow, engage with the resources available on our website, and reach out to your senators to share feedback and offer congratulations on this past year's collective success.

With gratitude,

Jordan D. Jones

Jordan D. Jones
Administrative Faculty Senate President

Share Your Feedback and Concerns



The [AFS Feedback form](#) is available on our website and we welcome your comments, concerns, and suggestions, which may be submitted anonymously. We value our community and your input that allows us to share concerns and seek resolutions for matters outside union jurisdiction.

Administrative Faculty Senate Annual Report 2024-2025

Executive Summary

The Administrative Faculty Senate (AFS) concluded the 2024-2025 academic year with significant accomplishments across all standing committees, marking a year of foundational growth, expanded engagement, and strategic planning for the future. As we transition into the 2025-2026 academic year, the AFS has strengthened its organizational structure, enhanced member engagement opportunities, and established new frameworks for professional development and policy review.

Report Highlights

- **Governance Revolution:** Complete constitutional modernization and establishment of three new committees transforming AFS effectiveness and member engagement
- **Professional Development Breakthrough:** Relaunch of SUOAF sabbatical opportunities with first proposal approved and comprehensive support programming delivered
- **Advocacy Success:** Presidential approval of inclusive search procedures ensuring administrative faculty representation in university leadership decisions
- **Strategic Foundation:** Implementation of "Empowering Leadership in Shared Governance" strategic plan with measurable outcomes and accountability frameworks
- **Policy Leadership:** New Administrative Policy Advisory Committee actively reviewing campus policies from academic advising to student employment practices

Committee Highlights and Achievements

Administrative Policy Advisory Committee

Chair: *Dyan Robinson*

Key Achievements: As our newest committee, APAC launched during Spring 2025 with a focused agenda on campus policy review and strategic recommendations. The committee's inaugural project examined the new Academic Advising model for first-year students in collaboration with Director Harry Twyman. Our analysis of implementation data revealed overwhelmingly positive student responses and strong retention rates, validating this important institutional change.

Strategic Priorities for 2025-2026: The committee has identified six priority areas for comprehensive review: undergraduate pass/fail policies, student employment coordination protocols, presidential fee waiver processes, emergency communication frameworks, and student outreach initiatives. These initiatives will directly impact student success and campus operations.



Highlights and Updates

SPRING 2025

Committee Highlights (Continued)

Constitution & Bylaws Committee

Chair: Patricia Gagliardi

Key Achievements: The committee completed a comprehensive modernization of the 2014 AFS constitution and bylaws, reflecting our organizational growth and evolving member needs. Significant updates included expanding the executive structure with new roles (President-Elect and Treasurer-Trustee), extending officer terms to two years, and establishing new standing committees including Empowerment and Engagement and Administrative Policy Advisory. The revised framework introduced flexible meeting formats, enhanced voting procedures, improved documentation protocols, and structured support for new senators.

Strategic Priorities for 2025–2026: The committee will conduct effectiveness assessments of the constitutional changes and make refinements based on implementation experience. These improvements were approved by both AFS membership and constituents, positioning the Senate for sustained impact.

Empowerment and Engagement Committee

Chair: Sean Alexis

Key Achievements: This committee successfully fostered community connection and professional development through signature programming initiatives. Notable accomplishments include hosting the "Standing Strong: Southern Legacy & Looking Forward" panel discussion and coordinating the popular "Bring Your Child to Workday" event in collaboration with multiple campus departments. These efforts brought together administrative faculty from across the university while supporting work-life balance.

Strategic Priorities for 2025–2026: Moving forward, the committee will prioritize member-driven programming through comprehensive feedback surveys and peer recognition initiatives. A significant collaboration with the Sabbatical Leave Committee that will continue is "Sit Down & Write: AFS Series" facilitated by Senator Torres-Baez, that began in June.

Nominations & Elections Committee

Chair: Andrew Kim

Key Achievements: This committee streamlined democratic processes while expanding representation across the university. Working closely with the Constitution and Bylaws Committee, they updated constitutional provisions related to nominations and elections, enhanced educational outreach about AFS involvement, and successfully executed the FY25 election cycle. Significantly, the committee generated increased interest from historically underrepresented departments and units.

Strategic Priorities for 2025–2026: Future initiatives include creating comprehensive procedural guides, establishing archives of past elections, and continuing expanded educational efforts to promote AFS engagement across all campus constituencies. These efforts will strengthen our democratic foundation and ensure broad representation.

Committee Highlights (Continued)

Sabbatical Leave Committee

Chair: Aimee O'Shea

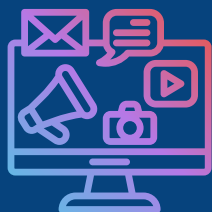
Key Achievements: This foundational year established a comprehensive framework for SUOAF sabbatical opportunities, positioning Southern as a leader in equitable professional development. The committee developed essential infrastructure including detailed review processes, comprehensive evaluation rubrics, and multiple resource guides covering application development through project planning. Enhanced website accessibility and transparency improvements ensure all administrative faculty can easily access sabbatical information.

The approval of our first sabbatical proposal represents a significant milestone, demonstrating both the viability and impact potential of SUOAF sabbaticals at Southern. The committee grounded its work in extensive research on best practices while maintaining alignment with university priorities and student success initiatives. This evidence-based approach helped build confidence among campus leadership about the value of administrative faculty sabbaticals.

The committee introduced the concept of "sabbatical pioneers" to encourage broader participation and shift campus culture around professional development opportunities. Regular collaborations with leadership and campus partners underscored how sabbatical experiences can directly support institutional growth and innovation. The committee also developed clear connections between sabbatical projects and measurable outcomes that benefit both individual professional development and university strategic objectives.

Strategic Priorities for 2025–2026: The committee will host regular campus information sessions to demystify the application process, collect and share success stories from peer institutions, and advocate for fuller integration of sabbatical opportunities into the university's professional development strategies. Additionally, we will establish mentorship networks connecting potential applicants with sabbatical alumni and subject matter experts.

New Sabbatical Leave Resources



Ready to explore professional development through sabbatical leave? The AFS Sabbatical Leave Committee has published updated guidelines, application procedures, and planning tools on our [website](https://www.southernct.edu/afs) following approval of the first staff sabbatical proposal.



Highlights and Updates

SPRING 2025

Looking Forward: 2025-2026 Strategic Priorities

As the Administrative Faculty Senate enters its new term, several key themes emerge:

- **Member-Centered Engagement:** Committees will prioritize soliciting and implementing member feedback to ensure programming remains relevant and valuable to the diverse administrative faculty community.
- **Professional Development Excellence:** The continued development of SUOAF sabbatical opportunities, writing support programs, and skill-building initiatives will position Southern's administrative faculty for continued growth and innovation.
- **Policy Leadership:** APAC's expanding agenda demonstrates AFS's commitment to meaningful participation in university governance and policy development.
- **Inclusive Representation:** Ongoing efforts to engage historically underrepresented departments and units will strengthen the democratic foundation of the Senate.
- **Institutional Collaboration:** Strong partnerships with campus leadership, academic departments, and student services will continue to amplify the impact of AFS initiatives.

Conclusion

The 2024–2025 academic year established a strong foundation for the Administrative Faculty Senate's continued evolution as a vital voice in university governance and professional development. Through innovative programming, structural improvements, and expanded policy engagement, the AFS has demonstrated its commitment to supporting administrative faculty excellence while contributing meaningfully to Southern's institutional mission.

The transition to the 2025–2026 academic year brings renewed energy and expanded opportunities to build upon this foundation, ensuring that the Administrative Faculty Senate continues to serve as an effective advocate for **professional growth**, **community engagement**, and **institutional excellence**.

Thank You to Our Departing Senators

*We extend heartfelt gratitude to the senators whose terms conclude this year: **Jaime Alexander, Sean Alexis, Richard Cogswell, Jennifer Hudson, Sarah Keegan, Robin Kenefick, Pamela Mikaelian, Marilú Rochefort and Andre Scott.***

Your commitment to shared governance and advocacy for administrative faculty helped establish the strong foundation we celebrate today. Thank you for your dedicated service to the AFS and Southern.