

SCSU Faculty Senate President's Report – November 15, 2023, meeting

1) Fiscal Impacts / State Budget / University Budget –

Important upcoming events:

1. Tomorrow (Wednesday) morning beginning at 9am, you can join CSU-AAUP (in your red T-shirts) at 61 Woodland St., Hartford CT at the **press conference** before the BOR Special Meeting (the BOR meeting will begin at 10 a.m.). If you cannot attend in-person, you can find the [livestream here](#). Please see CSU-AAUP announcements this week from CSU-AAUP President Louise Williams and closely attend to upcoming announcements.
2. Interim University President **Dr. Smith will present SCSU's budget mitigation plan to the BOR** at the meeting beginning at 10am Wednesday. The virtual link is the same as above.
3. **CSU-AAUP is holding an open meeting this Friday, 11/17** to discuss the budget mitigation plans that the BOR will vote upon on Wednesday. We will go over those plans, discuss their impact on students and faculty, and strategize about our response to them. Faculty, staff, and students who are interested in helping with this important matter can come to the Connecticut Room, Memorial Hall, CCSU, from 11:00am -2:00pm. Lunch will be served. Please feel free to reach out to me if you plan to attend, if you wish, and I will plan to meet you there.

Important past events:

The **University Budget Committee** met on Monday, 11/6. Information presented by Mark Rozewski is the same as information previously presented in terms of variables emphasized (see President's Report dated 10/18/23). The following is information from my notes during the meeting: It was reiterated that Article 5.17 is not an action that administration desires even though enacting this article is a pathway if other plans and efforts are not successful. Emphasis was placed on an intent to focus efforts in other areas and to address the following variables in a budget mitigation plan: increases in enrollment, tuition, housing occupancy, as well as control of expenses/OE cuts and retirement incentives. SCSU has modeled a retirement incentive plan for SCSU purposes but there isn't a system wide retirement incentive plan (yet). In summary, there are 56 people who would be eligible for retirement, and it was shared that if 50% of those 56 take an incentivized offer, and 50% of those positions were replaced at a lower or the lowest salary step, then this could result in cost savings, though this is a "conservative" estimate for projected savings. SCSU is not currently empowered to offer a retirement incentive, it is a proposed a budget item only, but it was shared at the meeting that the system did not discourage this variable from being considered as part of a budget proposal.

It was shared at the meeting that this budget proposal is not the final budget for fiscal years '24, '25 and '26, but instead is a plan to demonstrate that balancing our budget is possible with some assumptions, and a budget for January (mid-year budget report) will still be submitted when updated information is available. **The hiring freeze was confirmed as having an indefinite end date.**

While it is uncertain if APP will yield any savings, the information regarding APP outcomes is still pending. **The Provost presented SCSU's Summary of Recruitment and Retention Strategies to the Academic and Student Affairs Committee of the BOR** on Thursday 11/9; you can watch the [recording here](#) and access the [agenda with SCSU's information here](#).

A reminder that the Finance Committee continues to gather senators'/faculty perspectives and suggestions regarding budgetary issues. Please reach out to [Cindy Simoneau](#), FS Treasurer/Finance Committee chair.

2) ***The Faculty Senate Executive Committee and Faculty Leadership Council (FLC) meetings with administration*** – The Faculty Leadership Council (FLC) meets monthly with administration – This group met on 11/6 to discuss and monitor multiple topics. Although President Smith was not available, the Provost attended on 11/6 with faculty leaders.

1. **The APP Process** – As noted in the previous President's Report, the Provost had shared a draft of the APP report with the FLC. At the 11/6 meeting, faculty leaders requested a copy of the final APP report. In a follow-up email correspondence, the Provost shared a desire to check with chairs before sharing the final APP report. After review of the information posted by the BOR for the 11/9 agenda, on behalf of the faculty, faculty leaders posed the following questions to the Provost and the responses received are also included:

Question: Who is/are the author(s) of the report in the BOR records [or 11/9]? Is this report a separate document from the full APP report? Is this report a separate document from the APP report synopsis you mentioned on Monday [11/6]?

Response: Those items on enrollment, recruitment, retention, transfer, persistence are merely extracted from the strategic plan working groups as part of our overall strategic plan. Thus, you've likely seen them already but not in this format. They are not the APP per se but are associated with it as a document requested by the System Office.

Question: Beyond the BOR's website, is there another location where the report in the BOR records for tomorrow [11/9] is filed or documented? Can this location be announced and made available to the entire faculty?

Response: We submitted the report to the System Office. As far as I know it is not posted elsewhere. You have seen my summary.

Question: You mentioned Monday [11/6] that there were versions of the APP report (e.g., 200+ pages? 20-page synopsis?). Where are these documents located? Can this location be announced and made available to the entire faculty?

Response: As I previously shared with you, I was not comfortable sharing the individual works of each department without first seeking their permission. Today [11/10] is the deadline for the Chairs to respond. Interestingly not all Department Chairs are comfortable with sharing their reports across campus. Some Chairs did not respond (at least not yet) and I don't want to second guess them. I would suggest if you want to see department reports, you can ask the departments directly.

Question: You mentioned the chairs below [in the email correspondence]. What issue might there be with the chairs regarding the report(s)?

Response: See my response above. Recall I already shared with you my intent to ask the Chairs if they were ok sharing their department reports. I will not second guess the rationale of our Chairs nor did I ask them to explain why they would prefer not to share their reports.

2. All parties agreed that an event or day here on campus that emphasized **legislative efforts** may be of value (e.g., a “Legislative Day” or similar, with potential invitations to legislators to visit and join us) and may be an opportunity for collaboration among all groups (faculty, staff, administration, students) towards fiscal advocacy for our university community.
 3. **Technology Concerns** – Faculty leaders shared some recent concerns about challenges faculty have faced with technology (e.g., hardware updates, login processes, notifications about issues). Doug Macur, chair of the FS Technology Committee, and I also spoke with Trever Broliar. The FS Technology Committee will continue to monitor and support strengthening of responses to faculty concerns. When available, more information will be shared by the Technology Committee.
 4. **Continuing Education/OWLL** – Faculty leaders shared the recent positive communications with Dr. Amy Feest and Dr. Julia Irwin as the OWLL planning is nearing finalization. Faculty leaders also advocated for increased faculty representation on the OWLL Advisory Council to two representatives (compared to the recently proposed one faculty representative). This increase to two representatives was agreed to during the 11/6 meeting. Currently the plan is that, once the information is finalized, an election will be held by the FS Elections Committee in the same format as the All-University Committee elections process for those two representatives. Then, the proposal includes future elections to be announced and held on a rotating basis for each position via the All-University Committee elections process.
 5. **Credit for prior learning/transfer policy** – While there was limited time for a discussion, as shared in the previous President’s Report, information about our current transfer credit policies can be found at <https://catalog.southernct.edu/undergraduate/transfer-credit-policies.html>. The information received about the need to review these policies was sent to UCF. The Provost has called a meeting for Monday 11/27 to discuss “General Ed Transfer Alignment”.
- 3) ***Student Government Association (SGA) Visit*** – Similar to last year, Luke and I visited the SGA on Monday 11/13. We shared emphasis of the above three upcoming events related to the university budget and fiscal issues, the upcoming Resolution about midterm grades, and had the opportunity to hear from student leaders. We wish to thank Kyle Mashia-Thaxton, SGA President, Pierce Kozlowski, SGA representative to the Faculty Senate, and all members of SGA for the opportunity.
- 4) ***Senate Presidents Monthly Meetings*** – ECSU has shared a concern about “no candidate will appear on campus” appearing in the “Process for the Appointment of a CSCU University President” (attached). ECSU’s and CCSU’s senates are responding with Resolutions (attached) opposing this change to the process. The FS Executive Committee is reviewing this information. Please prepare for a proposed response/Resolution for the 12/6 Faculty Senate meeting.
- 5) ***Senate visits to departments*** – A reminder that, continuing with these outreach efforts from last academic year, Luke Eilderts, Faculty Senate Secretary, and I are again offering our availability to meet with faculty via department visits. This is an optional and open opportunity and will remain open for the academic year. I found these visits to be some of the most helpful opportunities to learn from and listen to faculty in preparation for much of the work encountered last year. Please email me and Luke with any questions and to schedule a visit.

- 6) ***Travel Funds Report for FY2024 AAUP Full Time & Part-Time Travel Funds, Creative RG & Travel (as of 10-15-23)*** – Budget Information below includes prior year carryover. “Encumbered” reflects those TA's processed and funds committed but does not include TA's that are in transit or pending in the Provost Office.

Index	Description	Budget	Expenses (spent as of 10/15)	Encumbered	Balance Remaining
AUP768	AAUP Conf Workshop & Travel FT - 2024	\$ 853,068.10	\$ 21,390.35	\$ 163,610.49	\$ 668,067.26
AUP771	AAUP Conf Workshop & Travel PT - 2024	76,835.70	1,098.65	11,950.00	63,787.05
VPA017	Faculty Creative Activity-RG	85,000.00	69,833.78	1,204.28	13,961.94
VPA018	Faculty Creative Activity-Travel	85,000.00	1,068.81	-	83,931.19
	Totals	\$ 1,099,903.80	\$ 75,875.39	\$ 52,507.74	\$ 829,747.44

7) ***Preparation for the 11/15/2023 meeting–***

- a) ***Resolution Regarding Midterm Grades–*** This Resolution is being presented by the Student Policy Committee (SPC) and establishes the requirement that, “That all instructors shall enter Midterm Grades in Banner for undergraduate classes by the relevant date in the University Academic Calendar.” **Please review the packet for details.**
- 8) 2023-2024 – [Resolutions approved by Faculty Senate](#) – Updates on the resolutions and their status may be found on the FS website.

Process for the Appointment of a CSCU University President for Eastern Connecticut State University

In accordance with the Human Resources Policies for Management & Confidential Professional Personnel adopted by the Board of Regents in June 2022, the CSCU System President is responsible for the selection of a University President to be the chief executive officer and institutional authority for a specific institution.

The CSCU System President may engage an independent consultant to assist in the search, choose a search chair and committee members, and conduct any other due diligence review as he deems appropriate.

The search process to select a University President shall be implemented by a Search Committee with input from a Campus Advisory Committee. The search process will represent university constituencies, as well as external stakeholders. The CSCU System President and his designates shall establish and provide criteria and processes for the search. The search shall proceed according to the Affirmative Action Policy of the Board of Regents.

Complete confidentiality of all proceedings shall be maintained throughout the search. Names of all candidates under consideration and any other information and/or material related to the search process shall be held in strict confidence by all persons having access to such information. This search will be conducted confidentially; **no candidate will appear on campus.** Therefore, a comprehensive Campus Advisory Committee will be established.

Search Committee Membership and Responsibilities

The CSCU System President shall determine the size and membership of the Search Committee. The Search Committee shall be chaired by the CSCU System President's designee. The Search Committee shall adhere to the processes outlined here, including assisting in the development of a position profile, and conducting interviews of semi-finalists and finalists with representatives of the Campus Advisory Committee. The Search Committee will solicit feedback from the Campus Advisory Committee following semi-finalist and finalist interviews. The Search Committee shall make its recommendation to the CSCU System President for the appointment of a CSCU University President.

Campus Advisory Committee Membership and Responsibilities

The CSCU System President and his designates shall determine the size and representation of the Campus Advisory Committee. The Campus Advisory Committee provides valuable input into the search process on behalf of the entire campus. Members participate in providing input on the position qualifications, reviewing resumes of applicants, and recommending candidates to the Search Committee for consideration, designating representatives to participate in interviews with semi-finalists, conducting constituent meetings with finalists and providing input to the Search Committee regarding finalists.

Each constituent group, in accordance with the representation outlined below, shall nominate its own members through governance or other process they deem appropriate, to serve on the Campus Advisory Committee and the members should represent the diversity of the WCSU community. The recommended list of members shall be submitted to the CSCU System President for formal appointment to the Campus Advisory Committee. In the case of the external stakeholders, University Institutional Advancement leadership should recommend leaders from the University foundation including business, workforce, community organizations, and alumni to serve as representatives on the Campus Advisory Committee.

For the ECSU President search, the proposed Campus Advisory Committee will be comprised of 27 members. These members shall represent the diversity of the campus and community populations, including faculty, staff, administration, students, bargaining unit leadership, foundations, alumni and business and community leaders.

Membership	Number
Faculty	4
AAUP President	1
Campus Senate Leader	1
Administrative Faculty	4
SUOAF President	1

Classified Personnel (Public Safety, Maintenance, Clerical, Other Classified)	4
Executive, Administrative and Academic (non-represented) Leadership	4
Student Leaders - recommended by the SGA	4
Foundation, Community leaders, Alumni - recommended by Institutional Development	4

Search Process Details

1. All members of the Search Committee and the Campus Advisory Committee shall sign a confidentiality agreement prior to reviewing candidate information. Members of the Search and Campus Advisory Committees shall have access to the resumes and such other information as is available for those candidates and will have opportunity to recommend candidates for semi-finalist interviews to the Search Committee, as well as recommending three members of the Campus Advisory Committee to participate in semi-finalist interviews with the Search Committee.
2. Semi-finalists selected for interviews will meet with the Search Committee and representatives of the Campus Advisory Committee, in-person or virtually, and in accordance with the published timeline. The Search Committee and representatives of the Campus Advisory Committee will recommend finalist candidates following these interviews.
3. Finalists will meet with Campus Advisory Committee members as well as institution presidents and CSCU System leadership in separate groups for in-depth discussions of constituent-specific issues:
 - a. Faculty (including AAUP President & Senate Leader)
 - b. Administrative Faculty (including SUOAF President)
 - c. ECSU Executives, Administrative, and Academic Leadership
 - d. Students
 - e. Classified Employees
 - f. Foundation, Community leaders, and Alumni
 - g. CSCU Institution Presidents (6)
 - h. CSCU System leadership (including CCSU Provost Kostelis)
 - i. CSCU System President
4. The representatives of the Campus Advisory Committee will solicit feedback from the campus constituent groups after their conversations and will provide that feedback to the Search Committee Chair. The Search Committee Chair will solicit feedback from the Institution Presidents and System Office staff.
5. The Search Committee will review the constituent group feedback. All feedback will be summarized and shared with the CSCU System President.
6. The CSCU System President will meet with the Search Committee to receive the Search Committee's recommendations.
7. The CSCU System President will conduct additional discussions with finalists, as needed.
8. Human Resources will conduct the final candidate's verification. CSCU System President or his designate will enter into contract negotiations with selected candidate.
9. A public announcement about the selected president will be made by the CSCU System President.

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.

PROPOSED 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.