

SCSU Faculty Senate President's Report – **ADDENDUM**, August 30, 2023, meeting*

***Only items with updates are included in this addendum. Please see additional information in [blue text](#).**

- 1) ***Fiscal Impacts / State Budget / University Budget*** – Numerous events continue to transpire at the time of this report. My observation is a rapidly unfolding landscape of efforts and opportunities. Please ensure you and your constituents attend to the message from the Provost regarding the 9/1 meeting for Academic Program Planning (APP); attendance at the event is encouraged.

As of the writing of this report, I can confirm that I and the curriculum chairs, the chairperson of the Undergraduate Curriculum Forum (UCF), Dr. Meghan Barboza, and the chairperson of Graduate Council, Dr. Barbara Cook, have been notified by the Provost of APP information in draft form and a follow-up conversation is scheduled. Dr. Barboza, Dr. Cook, and I are recipients of this information at this time and have not given formal input into any proposals nor have we expressed any agreement on behalf of faculty with the draft APP information. Conversations are scheduled with some scheduled to occur this week. We look forward to reviewing the information, engaging in conversation with administration and faculty, and optimistically await meetings of the FLC and administration beginning on 9/5.

CSU-AAUP faculty leaders and other senate and curriculum faculty leaders across the system are also engaging in on-going communication regarding the fiscal issues impacting the system. Please closely attend to announcements related to this topic as the year progresses.

[Drs. Cook, Barboza, and I met with the Provost on 8/29 to as a follow-up to the initial conversation held on 8/24 when we first received this information. While the 8/29 meeting duration was limited, in the available time we shared some questions about the timeline, prior efforts to address fiscal impact \(e.g., outcomes of reductions in reassigned time and reductions in part-time faculty\), and the intent of the APP process. The timeline was confirmed by the Provost as outlined in the attached BOR Resolution \(see below at conclusion of this addendum\). We did not receive clear information about outcomes of other efforts to address fiscal impacts nor clarity about the intent of the APP process. We were reminded about the percentage of the budget allocated for personnel. We learned that the sharing of enrollment data is planned for the Provost's 9/1 meeting. We again shared that, as chairs and leaders of our respective groups, we are not expressing agreement on behalf of our constituencies with the APP process and expressed a desire and intent to consult with our constituencies. We are hopeful to continue the conversation at the FLC/admin meeting on 9/5.](#)

[The senate presidents of CCSU, WCSU and myself met with CSU-AAUP officers, and AAUP chapter presidents on 8/29 to compare notes on the APP process as it is being rolled out on the four campuses. The ECSU Senate president is in the loop but was unable to attend the meeting. At that meeting we learned that SCSU is the only campus thus far where curricular bodies are being asked to make recommendations about program viability outside of the contractually agreed up processes for programmatic adjustment and redeployment of resources. It was further noted that the June 28, 2023, BOR resolution calling for the CSCU President \[sic\] to lead “an urgent and comprehensive](#)

effort to review academic and student support programs to ensure that they meet the mission of CSCU in a cost-effective manner” does not require or even ask for the participation of the Senate, or curricular bodies, such as UCF, or Graduate Council.

The representatives on the call agreed that we will strongly encourage the UCF and Graduate Council to retain their role in the shared governance processes as they stand, and not to allow themselves to be put in the position whereby recommendations for monitoring, merger, or discontinuance are drawn out of the curriculum bodies under duress, outside of the normal processes of program review. Ad hoc committees making recommendations about programs not their own circumvents the shared governance processes meant to ensure that decisions with serious consequences are as fair as possible. When, however, the recommendations come from the administration, the shared governance processes are initiated in the Collective Bargaining Agreement (CBA).

The representatives on the call also recognized that some department chairs and program coordinators/directors may be motivated to produce the reports requested by the Provost. Because departmental reports do not in themselves circumvent shared governance processes, chairs and program coordinators/directors should make their own decisions about how they allocate their time and energy.

In short, there is no contractual obligation for members of the UCF or Graduate Council to participate in the APP process as it is currently constituted at SCSU. Additionally, the members and by-laws of the UCF and Graduate Council should be consulted in the planning and implementation of any curricular review process. There are significant political and procedural disadvantages to allowing ourselves to be pitted against one another, especially in times of scarcity.

This matter will be added to the FLC’s agenda for further conversation with administration as well as the Executive Committee’s agenda for discussion and monitoring. I recommend that the Faculty Senate remain informed and support the UCF and Graduate Council. Senators can provide support by continuing to engage with our UCF and Graduate Council representatives at our full Faculty Senate meetings, by regularly reviewing reports from UCF and Graduate Council, and inquiring about support that may be needed.

- 2) ***Technology – Faculty Evaluation*** – Following multiple meetings in Spring 2023, the previous understanding was that Interfolio would not be selected as a platform for the faculty evaluation process and Blackboard would remain in use for faculty evaluation (See [President’s Report](#) from the 4/26/23 meeting). SCSU-AAUP, Human Resources, and I engaged in conversations this summer as each summer representatives from these groups along with a representative from administration engage in shared governance in the finalization of the faculty evaluation calendar of deadlines. Additional conversation is scheduled for this week regarding the faculty evaluation process, and I will share more information when available. My impression is **the likelihood that Interfolio will be reconsidered for the faculty evaluation process is high and faculty should be aware of this possibility.**

The Chief Human Resources Officer, SCSU-AAUP Chapter President, and I met on 8/29. HR will be coordinating a contract for Interfolio with the other CSUs with an understanding that SCSU has specific needs for our faculty evaluation process that differ from the other CSUs.

In anticipation of Interfolio launching in AY 24-25 for the faculty evaluation process, there is

also a proposal for an Interfolio Faculty Implementation Project Coordinator 2024-2026, which shall include reassigned time and an application process for individuals who are interested in serving as the Interfolio Faculty Implementation Project Coordinator. Details about the duties and responsibilities, qualifications, the application and selection process, reassigned time, effective date, and term of appointment are under review and once finalized will be announced to the faculty. The Executive Committee will review this information at the first executive session following the 8/30 Faculty Senate meeting and any additional feedback will be forwarded to HR.

- 3) ***The Faculty Senate Executive Committee and Faculty Leadership Council (FLC) meetings with administration*** – This group is scheduled to meet on 9/5 to discuss and monitor multiple topics. Meetings are scheduled once monthly on select Monday afternoons.

Reassigned time and institutional identity were a primary focus of the last meeting held on 4/10/23, and our discussion spanned the entire length of the meeting. To review a summary, please see [President's Report](#) for the 4/12/23 Faculty Senate meeting.

Course Caps – An item of unfinished business of the FLC from Spring 2023. The FLC noted proposed changes in course caps, with concerns particularly for online and Tier 2 courses. While the [Resolution Regarding Course Class Enrollment Caps for Online Courses](#) dated 9/16/2020 was disapproved by the University President, questions have been raised within FLC about how decisions are currently being made regarding course enrollment caps and we look forward to connecting with administration at the next FLC/administration meeting.

Communication has reached faculty leadership regarding questions about the Celebration of Excellence event scheduled in October and whether this event will include honoring those earning Promotion and Tenure as in the past. This topic will be an agenda item for the first FLC/administration meeting on 9/5.

RESOLUTION

Concerning

THE CONNECTICUT STATE COLLEGES & UNIVERSITIES SPENDING PLANS FOR FY 2024 AND ADDITIONAL ACTIONS TO RESOLVE CURRENT AND FUTURE BUDGET SHORTFALLS

June 28, 2023

- WHEREAS, Pursuant to the provisions of Section 10a-8 of the Connecticut General Statutes, “...the Board of Regents for Higher Education shall be deemed the budgeted agency for the Connecticut State University System, the regional community-technical college system and Charter Oak State College. The Board of Regents for Higher Education shall develop a formula or program-based budgeting system to be used by each institution in preparing operating budgets...”; and
- WHEREAS, Each institution and the System Office submitted budgets for FY 2023 - 2024 to the Board of Regents; and
- WHEREAS, The proposed FY 2024 Spending Plan is based on the state appropriations to CSCU now effective for the coming year and incorporates information provided by the Governor’s office, OPM, the Office of the State Comptroller, legislative pronouncements, and collective bargaining agreements; and
- WHEREAS, A combination of low enrollment from the pandemic, rising faculty and staff costs, declining state aid and adverse changes to fringe benefits in the recently enacted biennial state budget results in material deficits at CT State, Western Connecticut State University and Charter Oak State College in FY 2024; and
- WHEREAS, Projections for FY 2025 and FY 2026 based on the enacted state budget and current operations show large deficits across all CSCU institutions, and demographers project steep drops in traditional college-aged population over the remainder of the decade; and
- WHEREAS, These circumstances indicate the need to take urgent action to address both the shortfalls in FY 2024 and the anticipated deficits in FY 2025 and FY 2026; and

- WHEREAS, CT State Community College, Charter Oak State College, the State Universities and the System Office have begun to plan for budgetary and operational changes that may be required to meet these financial challenges; and
- WHEREAS, Each institution commits to adhere to the budget, to maintain expenditure control within the challenging constraints established, and to carry out the additional measures charged by the Board of Regents to address the budget deficit; now therefore, be it
- RESOLVED, That the Board of Regents approves the FY2024 Spending Plan as summarized in Attachments A through F; and be it further
- RESOLVED, That the CSCU President shall establish procedures for all CSCU institutions to prepare plans to address anticipated budgetary shortfalls in FY 2024, FY 2025, and FY 2026, which shall be submitted to the Board of Regents by November 1, 2023; and be it further
- RESOLVED, That the CSCU President shall lead all CSCU institutions in an urgent and comprehensive effort to review academic and student support programs to ensure that they meet the mission of CSCU in a cost-effective manner; and be it further
- RESOLVED, That the Board of Regents charges that CSCU leadership conduct a thorough data-driven analysis of the CSCU system organization, structures, policies, and practices and to make recommendations for the future of CSCU; and be it further
- RESOLVED, That the CSCU President shall develop and carry out communications plans to ensure that efforts under this resolution reflect CSCU's commitment to shared governance and public transparency.

A Certified Copy:

Pamela Heleen, Secretary
Board of Regents for Higher Education