

SCSU Faculty Senate President's Report – September 28, 2022, meeting

1) ***Announcements – Service Opportunities***

Deadline Extension: A reminder that the Faculty Senate is conducting elections for All-University Committees. Faculty wishing to serve on a committee can fill out the self-nomination form available via the link in the email announcement on 9/8/2022 and 9/20/2022. Self-nominations must be submitted by **4pm on Friday, September 30, 2022**. Please contact Klay Kruczek at kruczekk3@southernct.edu with questions.

We are seeking a Senate representative to the Faculty Development Advisory Committee (FDAC).

We are seeking a Senate representative for Early College for the Spring 2023 semester only.

- 2) ***Zoom*** – Currently, it is understood that Zoom was purchased with non-recurring funds. These funds are no longer available, and no funding source (person or budget) has been identified. Beyond these details, no official statement about the status of Zoom has yet been shared with Faculty Senate. Trever Broliar from IT will be available at the 9/28 meeting for questions. Discussion will remain underway with IT and Academic Affairs regarding next steps and more information will be forthcoming.

3) ***Report on Executive Committee/Faculty Leadership Council Meetings with President and Provost regarding the Southern Fellows in Residence program –***

See President's report for the 9/14/22 Senate meeting for additional background information.

On behalf of the Faculty Senate Executive Committee and Faculty Leadership Council (FLC), we are glad the Provost is continuing the conversation about improving the diversity of the faculty and we share the perspective that diversity in our faculty body is important, valued, and worthy of prioritizing. We are united with administration in belief that there is a need and an opportunity at SCSU to strengthen the diversity of the faculty body. We all want to see a program or initiative whose goal is to strengthen the diversity of the faculty body succeed in implementation, outcome, and sustainability.

Following the informational meeting on 9/6/22, we were invited to and attended a 1.5-hour meeting on 9/21/22. Thank you to faculty and senators for sharing questions in advance of the meeting. On behalf of the faculty, questions were shared, and we received additional information from the Provost and others regarding his program proposal. Below is a summary:

1. Is there a completed/final written program description?
Response: Not yet.
2. How exactly was the MRRC involved? How can the MRRC be involved going forward?
Response: MRRC will be involved going forward.
3. What is the status of the cluster hires? What can we learn from the previous initiative as this next initiative is planned?
Response: Cluster hires were a successful collaboration that brought in grants.

4. How will tenure be impacted both short- and long-term? Are these replacing tenure-track positions and therefore replacing or otherwise negatively impacting tenure?
Response: Not replacing per se, but given the proposed program's costs, it will have some impact. There is still a plan for tenure-track positions. Over 120 faculty were hired (some are new, some are replacements) since President Joe's arrival despite a decline in enrollment and tuition. BOR perspective— President Joe spoke to this; the Fellows program would help us to hire faculty when given a hiring freeze.
5. What exactly about the existing hiring process wasn't working? What about diversity, equity, and inclusion trainings for faculty and others engaged in the recruitment process?
Response: Not enough recruitment is occurring regarding the wider pool of candidates (as opposed to finalists). Reports on affirmative action searches and synopsis are available in the NECHE self-study. Anti-bias training is available. Subsequent conversations are welcomed, trainings can happen.
6. What is the HR/legal perspective of including such specifics in the hiring process?
Response: We must hire the most qualified person and we can prioritize individuals who contribute to the diversity of community.
7. Retention: What are we doing to help newer faculty feel welcome?
Discussion ensued – the following topics were mentioned: Reduction of workload for newer faculty has occurred, opportunities for interdisciplinary collaborations may exist with the Fellows program, opportunity for 1-, 2-, or 3-year appointments within the Fellows program, and experiences, some first-hand experiences, of faculty from diverse backgrounds were shared. It was shared that supportive resources exist, and investments have been made in HR and DEI.

While there was opportunity to discuss the above questions, not all questions were explored in the time allotted. FLC members are scheduled to meet again with the Provost and others on Thursday 9/29/22. If any wish to send additional questions, please share with me, any member of the Executive Committee, or with the other elected representatives of our governing bodies (i.e., UCF, Grad Council, Chairs Council, AAUP).

- 4) ***Senate visits to departments visits*** – Please see 8/23/22 email announcement to all faculty about the opportunity for department visits and from Luke Eilderts, as Senate Secretary, to the Chairpersons Council on 8/22/22. This is an optional and open opportunity and will remain open for the academic year. Please email me and Luke with any questions and to schedule a visit.

Luke and I visited the following departments thus far this academic year and wish to thank the faculty for the opportunity. Some have shared additional information they wish to bring to the awareness of the Faculty Senate:

- 1) Marketing – no statement from department desired
- 2) Women's & Gender Studies – the department wishes to share the statement below:
The change of status from the Women's & Gender Studies Program to the Women's & Gender Studies Department (WGS) is pivotal and momentous for one of the oldest feminist academic program in the U.S.* While it presents an exciting prospect, the fact that WGS remains a unit of one with limited staffing is challenging if not entirely unsustainable. As it stands, WGS is a department of one full-time faculty member and very limited resources (2 full-time graduate assistant lines and a part-time secretary who comes in to the WGS office one day a week). The department status now requires WGS's participation in all campus-wide entities (the Faculty Senate, the Graduate Council, the Undergraduate Curriculum Forum, the Council of Academic Chairpersons, etc.) and everywhere a department's presence is required/requested.

*For a profile of WGS at Southern, please contact Tricia Lin liny4@southernct.edu

- 5) ***Preparation for the 9/28/2022 meeting*** –

- a) ***Guests*** – The Senate proudly recognizes the new Student Government Association (SGA) representative Trevor Boczer (Bō-zer). Trevor's introduction will occur at the beginning of the 9/28 meeting. Trevor has been extended a recurring invitation as a guest to the Student Policy Committee. Thank you to SPC members for their welcome to Trevor in committee.

- b) *Presentation from Nursing* – in packet. The intent of this presentation is to clarify its Board of Regent designation as a School of Nursing and share how the structure for school status is in place. Nursing has provided a narrative summary and slides to highlight the history, rationale, structure and growth, faculty and administrative support, and funding. Please review the accompanying documents in the packet.

The role of the Faculty Senate is to provide advice to an entity seeking to become established under a new status. While this is not an official status change for Nursing because the Board of Regents continues to recognize the Department of Nursing as a School of Nursing, Nursing has been recognized in our SCSU community as a department (see packet) and is therefore proceeding with this step to engage Senate’s advice. We will take a vote of support following our discussion and Q&A. Although this vote is non-binding, it will serve as the Senate’s ‘advice’ regarding this matter per the CBA.

The Rules Committee and Executive Committee are continuing review of the proposed Nursing By-laws and will communicate feedback with Nursing.

- c) Travel Funds Report for AY 22-23 - as of 09/12/2022 – will be updated when data are available

Full Time	Beginning	Spent	Encumbered	Remaining
FT Rollover	\$548,508.55	\$32,411.85	\$20,404.56	\$495,692.14
FT New (AY23)	\$313,772.00	--	--	\$313,772.00
Creative Activity	\$85,000.00	\$6,842.82	--	\$78,157.18
Combined Total	\$947,280.55	\$39,254.67	\$20,404.56	\$887,621.32

Part Time	Beginning	Spent	Encumbered	Remaining
PT Rollover	\$47,573.45	--	--	--
PT New (AY23)	\$34,863.00	--	--	--
Combined Total	\$82,436.45	\$5,090.40	--	\$77,346.05

- d) **On-going topics / “What’s Going on with....?”**

This section of the President’s report is a repository of questions received by the Executive Committee in which information is still being gathered and on-going discussions are still being held. The Executive Committee welcomes additional questions and information from the university community.

- 1) **Southern Fellows in Residence** program – see main item #3 above
- 2) **Continuing Education / Micro credentialing** – How are these initiatives impacting the identity of the institution, faculty roles, the curriculum, among other areas? What are the goals of these initiatives? How can contractual faculty participate in continuing education (e.g., compensation, credit load, selection/invitation to teach, etc.)?
 - a. SCSU-AAUP is reviewing contractual details and the APC is taking on this

topic as a committee charge and therefore the topic will be removed from this list going forward.

- 3) **Increase in administrative positions** –There appears to be an increase in the number of administrative positions- is this happening? If so, how is this impacting the type of governing structure of the university? What problem is this a solution for?
 - a. President Joe spoke to this topic at the 9/14/22 Senate meeting and therefore the topic will be removed from this list going forward.
 - 4) **Alignment and Completion of Mathematics and English (ACME)** – How will SCSU (as a CSU) be impacted by these changes? Is it true that all community college courses/credits will transfer to the CSUs as required course equivalents, whether or not faculty consider the courses equivalent?
 - 5) **Reassigned Time Committee** – What is the status of this committee?
 - a. Per the Provost’s communications with the FS President on 9/22/22, a member of the committee has been asked to convene the committee once the data are compiled by Academic Affairs
 - 6) **Renovation of the former HHS Dean’s office in Engleman** – What is the cost and rationale for the renovation?
 - 7) **Zoom** – Will Zoom be continued? – see main item #2 above
 - 8) **Early College** – What is the status of the program (e.g., fall enrollments, faculty involvement)? – see main item #1 at beginning of this report
- e) 2022-2023 – [Resolutions approved by Faculty Senate](#) – Updates on the resolutions and their status may be found on the FS website.