

SCSU Faculty Senate President's Report – October 30, 2025 meeting

1) Announcements –

SCSU First-Generation College Student Celebration is almost here: Call for First Gen Stories

First Gen Day is coming up. University Access Programs is organizing this annual celebration that will be observed on Thursday, November 6th. (Nationally it will be observed on our Admission Open House Day, Saturday, November 8th)

Tell us your First-Gen story. Your story has power. And share your story with #SCSUFIRSTGEN. They especially want to hear from SCSU employees (faculty and staff).

<https://form.jotform.com/220324175500038>

2). Faculty Senate Representation

We will be discussing the need for faculty senator representation on two important committees. The first one will be working on the use of independent studies and proper compensation for faculty. This is an issue that directly impacts some of the smaller departments on campus

3). Meeting with the chancellor

I met with Chancellor Maduko and Jessica Paquette on October 20, 2025, to discuss the upcoming presidential search. Chancellor Maduko assured me that there will be direct faculty representation and that the process will be an open search. He spoke highly of the previous search committee, noting their professionalism and dedication. He also shared that one of his key takeaways from chairing the committee was that the people of Southern “will not be messed with”—our faculty and staff demonstrated strong voices and were unafraid to advocate for what they believed in. He anticipates a similar level of engagement in the next search.

I raised concerns about the non-disclosure agreement (NDA) used during the last search, as it was viewed by many as overly restrictive. Chancellor Maduko explained that the form is standard for all searches and will not be changed, as it serves to protect candidates' current employment and allows committee members to speak freely without fear of retaliation. A copy of the NDA was sent to me and is available for anyone who would like to review it.

I also mentioned that the previous search schedule—particularly the timing of campus visits during finals—was problematic. He agreed and stated that the timeline will be adjusted to avoid conflicts. The chair and vice chair of the Board of Regents (BOR) will work to ensure improved planning and earlier communication with stakeholders.

Regarding search consultants, I asked about rumors that reusing the same firm would eliminate costs. He clarified that this is not true and that a new firm will be selected to ensure a fresh start. He also acknowledged issues with communication during the last search, including notifying faculty about candidate visits, and expressed a commitment to improving that process.

Although I recognized that he is legally limited in what he can share as a member of the previous search committee, I emphasized the importance of avoiding a repeat of last summer's situation, where the university was informed of the search outcome long after finalists had been selected. We discussed the process for background checks, which

are conducted only on finalists, and I requested that if a concern arises, the BOR act immediately rather than delay communication.

We also discussed the perception that Southern might struggle to attract strong candidates following the previous search's challenges. Chancellor Maduko does not believe this will be an issue, noting that Southern's reputation, dedicated faculty, and commitment to social justice make it an appealing institution. He also cited our R2 research status as a significant draw for potential applicants.

Finally, I raised concerns that the BOR was perceived as disorganized during the last search. He intends to convey to the Board that all parties involved must approach the upcoming process with professionalism and coordination. Chancellor Maduko welcomes feedback from the Southern community to ensure a smoother process. If you have concerns or suggestions about the previous search, please share them with me so that I can forward them appropriately.

Please remember that Chancellor Maduko will join us for our Senate meeting on **November 12th**.

4). The Faculty Senate Executive Committee and Faculty Leadership Council (FLC) meetings with administration -

The Faculty Leadership Council (FLC) met with administration on October 6, 2025 with both President Bulmer and Provost Irwin. A topic discussed was HB1 visas. The prohibitive cost of \$100,000 per visa per year will impact our ability to recruit international faculty in our new searches. It is important to note that this does not impact current international faculty. There is the possibility that higher ed will be exempt from the visa fees, but we currently do not know. There are currently many new faculty searches occurring.

Currently Zoom is refusing to sign the obligatory contract used with all state agencies that states that the company cannot sue the state even if the state is at fault. We cannot use any vendor that does not agree to the terms. As of now, Zoom will be discontinued on January 28, 2026. Administration is still looking at all duplicative services with the plan to streamline services and avoid waste. Currently the university is making double payments to some programs due to lack of coordination.

Under discussion is a town hall or open forum at which Academic Freedom will be discussed. There will be a presentation from AAUUP and a question-and-answer part of the program. It is still under development, but updates will be coming. It is important to remember that questions remain hypothetical to keep everyone safe.

5). Travel Office Update

I received the following update on the Travel Office from Nina Cote.

Staffing & Support

- The Assistant in Business Services position is currently posted and expected to close on November 15th. In the meantime, our new Accounts Payable Coordinator, Dale Bodyk, is actively processing all Travel, with the part-time assistance of Jay Chhabra, and our UA, Joe Kelly. I am personally reviewing and approving all AAUP Travel Authorizations.

Training & Resources

- We recently hosted successful [Travel Basics presentations](#) and a Travel Open House.
- Due to the success of our recent open house, we're now offering **weekly drop-in sessions every Friday 10:00AM-1:00PM** in the Wintergreen Banner Room for real-time support. Come by with your questions!

Reimbursement Timeline

- Once a voucher is submitted, please allow approximately **8 weeks** for it to be entered into Banner for payment. Payment typically follows **1–2 weeks later**, depending on whether the employee is enrolled in [direct deposit](#) or receives a paper check. (Note: This is separate from payroll direct deposit.)

✓ **Tips for Faster Processing**

Help us help you! Here are a few ways to avoid delays:

- Ensure proper signatures are in place.
- Include all required receipts.
 - i.e. itemized documents that display a financial transaction.
 - Currency conversions for international travel.
- Double-check your per diem calculations.
 - International travel per diem is updated monthly. Recalculation may be necessary for CO-17XP submission.
- Only attach necessary documentation- extra pages slow us down.
 - i.e. mileage documentation with map and total mileage only.
- Review the [Travel Policy](#) for allowable expenses.

6). BOR meeting

The latest BOR meeting took place on Thursday October 23, 2025. It took place at Eastern. During the public comments, there were 5 comments. Two of the speakers were from Charter Oak and they were advocating for a minimum of \$4000/class compensation. Currently they are paid per student and often work for below minimum wage. The other three speakers were from Eastern and they were speaking against the Trump Compact and the new strategic plan that was being introduced. Their main objection was the scrubbing of the document of any of the 300 words listed as triggers in DEI searches. They feel the document does not represent the commitment to the university values of protecting equity, justice and inclusion. President Toro argued, in rebuttal, that the changes are in response to the NECHE focus on student success. Both presidents from Eastern and Western added that autonomy among the universities is important and while they are responding in a different manner by leaning into protection the communities' values of diversity and inclusion, they respect the work being done at Central. Chair Guay emphasized that currently no charter or compact has been delivered to the System office and if it does, it will be announced. Chancellor Maduko spoke about the commitment to academic freedom throughout the system but reminded everyone that we are a public system that is heavily subsidized by both the federal and the state government. He urged faculty, staff and students to continue to make their voices heard, but realize they are in a difficult position and we currently are facing a threat.

There was a presentation from CFO Dr. Blanchard in which he reported on designated and undesignated funds in the System Office reserves. There is a careful plan to pay down the reserves while being mindful of the need for reserves given unforeseen emergencies. Three million of the money will be designated for financial aid. The finance committee voted to freeze tuition and mandatory fees for AY 26-17, but some fees will increase due to costs. At Southern, food services will rise as will some Tier 2 fees.

There was also a discussion of the partnerships that have been formed at some of the universities. There were currently 12 with 5 more discussed at the meeting. The partnership allows employees of the companies to get a 5% tuition reduction in the hopes of getting higher enrollment.

7). Administrative Faculty Senate (AFS)

I had the pleasure of attending the Administrative Faculty Senate on Monday. During my time at the meeting, I was able to listen in to the discussion they were having with President Bulmer and Provost Irwin about the ICE activity near campus last week. ICE assembled adjacent to campus and did not intend to enter the campus. Southern police felt this was accurate information.

There was miscommunication that caused panic for vulnerable students. The AFS directly asked President Bulmer if we are unprepared. President Bulmer said that the guidelines from System Office has not been helpful. The direction to call the president's office is not the best choice because she is not there 24/7 unlike the police who would also be more effective at monitoring ICE around campus. She feels the police should be the first to be called so they can activate their network. One thing she emphasized is that this is a public institution and our students need to move through public spaces to get to class. We cannot lie to them and guarantee their safety. We are also not in a position to break the law.

There was discussion of the many rumors that were occurring and the lack of communication. President Bulmer mentioned that anything she sends out will be picked up by the press and possibly people who do not have the best interest of our students at heart. She and Provost Irwin are working on a system to accurately disseminate accurate information. AFS President Jordan Jones suggested that possibly we should be taking a bottom-up approach rather than a top-down approach to solving the communication problem. President Bulmer seemed positive about that idea. While she stated that she would not tell them to do that, she thought it was a very good idea.

As a result of that suggestion, Jordan and I met with our union representatives, Kari Swanson, Gary Winfield and Rob DeMezzo. It was decided that we can work on this with different approaches given our different roles. The Faculty Senate Executive Committee and the Administrative Faculty Senate Executive Committee are going to be meeting on Wednesday, and we will discuss various ideas on how to move forward. Kari and Rob will be attacking it from the union side. Jordan and I are planning on working from a position of education and the disruption to campus. Jordan also investigated what is happening at other campuses around the country and found that for the most part there has not been on campus engagement but certainly a lot of campus adjacent activity including some parking lots.

8). Meeting with the Senate Presidents

On Friday October 24, 2025, I met with the senate presidents of our sister universities. We discussed topics such as the dual and concurrent enrollment, the H.R. 1 committee, a resolution from Eastern affirming academic, first amendment rights, and public discourse, and the Trump Compact.

In terms of Dual and Concurrent Enrollment, Central passed a policy that allows incoming students to have a one-time opportunity to either use the grades and credits from Early College or to not include them. He said he will send the policy to me. I am happy to share it with anyone who wants it.

There was significant discussion about the H.R.1 committee. When we followed the link, there was no list of the members of the committee. Later in the day, the members were identified and not a single member of faculty was listed despite Chancellor Maduko's assurance this summer that faculty would be represented. As a group, we have signed a letter reminding him of his promise and requested immediate remedying of the situation. We requested elected representatives rather than hand-picked.

We discussed the impact of the Trump Compact on universities. While it was originally open to nine universities, it has been opened up to all. These creates the possibility that universities that are willing to agree to the pact conditions of capping enrollment of international students, commit to strict definitions of gender, freeze tuition for five years, conduct merit-based faculty hiring, and ban race and gender in admissions decisions will be given preferential funding.

PS. Just received this response from Chancellor Maduko as I was sending out the report;

Thank you for your email and for bringing these concerns directly to my attention. I acknowledge receipt of the joint letter from the CSU Senate Presidents regarding faculty

representation on the CSCU H.R.1 Committee. I appreciate the thoughtful way you and your colleagues have raised this.

I have included Professor Elle Van Dermark, CT State's College Senate President, to ensure that our communications are inclusive of senate leadership across all CSCU institutions, and I have also included the Administrative Faculty Senate President Jordan Jones from SCSU so that our professional staff governance leaders are aware and engaged as well.

To provide clarity on the committee's structure and intent:

- The CSCU H.R.1 Committee is being facilitated by Cameron Liston, who serves as CSCU's Chief Compliance Officer.
- The committee's immediate charge is to stand up focused subgroups/subcommittees that will collaborate on the various implications of H.R.1 / the One Big Beautiful Bill (OB BB) across our system.
- Those subcommittees are where faculty and staff representation will be embedded. Cameron will be responsible for ensuring that there is meaningful faculty participation and for reaching out to senate leaders on how we identify representatives, including the option of a call for volunteers through the senates.

I want to be very clear that the absence of named CSU faculty in the initial committee announcement (and published website) was not intended to exclude faculty voice in this work, nor is it a departure from my initial engagement and assurances to the CSU Senate Presidents inclusivity of our governance bodies. That commitment stands.

By way of context, the scope of H.R.1/OB BB is significant and still evolving in real time. The most recent federal updates underscore several urgent areas we now have to understand and respond to at the federal, state, legislative, Board of Regents, system, and institutional levels:

- “Workforce Pell”: Beginning July 1, 2026, the U.S. Department of Education is required to create and award Workforce Pell Grants for short-term workforce programs that are 150–600

clock hours over 8–15 weeks. These programs must be approved by the Governor as aligned to in-demand jobs, demonstrate strong completion and job placement rates ($\geq 70\%$), and lead to portable, stackable credentials.

- Pell eligibility and aid rules: Beginning July 1, 2026, student Pell eligibility will change, including how outside aid is counted and how certain forms of income are treated. These changes will directly affect how we package aid, how students finance attendance, and in some cases may limit Pell access for students whose non-federal aid already meets or exceeds total cost of attendance.
- Accountability and compliance: The law creates new earnings/outcomes accountability expectations and risk-sharing requirements for institutions, including potential restrictions on using federal funds for programs that do not meet specified earnings thresholds for graduates.
- Timeline pressure: The statutory effective date for many provisions is July 1, 2026, which is extremely aggressive. National associations representing public higher education (ACE, AACC, others) are already urging the U.S. Department of Education and Congress to delay key implementation to July 1, 2027, to allow institutions time to prepare systems, ensure compliance, and avoid unintended harm to students.

All of this is happening while the recent federal government shutdown disrupted normal communication channels with the Department of Education and delayed guidance that institutions like ours depend on. That disruption has complicated our internal planning and slowed our ability to finalize and publish membership details for each subcommittee.

Given the complexity and the policy, compliance, academic, financial aid, workforce, and accreditation dimensions, we stood up the CSCU H.R.1 Committee quickly so we could begin coordinated analysis and advocacy.

The next step, and this is critical, is deliberate inclusion of faculty and staff in the subcommittee work where that expertise will directly shape our recommendations.

Cameron, along with other members of the CSCU H.R.1 Committee, will follow up with senate leaders to discuss an appropriate process for identifying faculty representatives from each of the CSUs, consistent with your shared governance expectations, and to ensure that participation is substantive and not symbolic. That outreach will begin now.

Thank you again for raising this in the spirit of partnership. Faculty expertise is central to how we navigate H.R.1/OBBB, protect academic quality (and freedom), and advocate for our students. I look forward to working with you, and with all of our senate colleagues, as we move this forward together.

Respectfully,

JM

9). Preparation for the meeting on 10/29/25

We will have a full agenda for our meeting. We have guests from the Ethnic Heritage Center telling us about their work and various ways they support the work on campus. They have created a one-page summary of work they do that supports work on campus that I will attach to the end of the report. We also have Chair Guay joining us. Please ready some questions for Chair Guay. We will be discussing the formation of a committee regarding the merger of UCF and Grad Council and the inclusion of three senators on this committee. The committee will be designing a proposal about the merger. Please note the role of the senators on this committee will not be to write the proposal, but to offer insight into perspective of the Faculty Senate. We will also be discussing the need for two senators for the committee that will be looking at classes with low enrollment and the use of independent studies and proper compensation.

Welcome to the Ethnic Heritage Center (EHC)

270 Fitch Street, New Haven, CT 06515
on the campus of Southern Connecticut State University since 1992
(203) 392-6126, info@ethnicheritagecenter.org
Ethnicheritagecenter.org, walknewhaven.org

The EHC, founded in 1988, is an association of local ethnic historical societies united by the desire to collect, preserve, and share their histories through preserving artifacts and primary documents, dating back to the 1800s. So far, the archives include records of the African American, Italian, Irish, Jewish and Ukrainian-American communities. Additional ethnic historical societies are encouraged to join the EHC, which was initially modeled after the [Institute of Texan Cultures](#), located on the campus of the University of Texas. Each society maintains its own archives in a secure space. Contact information for each society may be found below.

EHC has collaborated in the past with the SCSU community for many purposes. Some of these have included class visits, curriculum development using EHC materials, student research projects, student internships, and conducting the initial research for our *Walk New Haven: Cultural Heritage Tour* of Grand Avenue. In addition, we have worked with SCSU faculty and administrators to plan special programs and events to learn about our histories and work together to promote social justice.

Some current opportunities for student internships and faculty collaborations include: Updating the EHC website and enhancing EHC social media, completing work on EHC Finder's Guides to our collections and sharing them with the SCSU community, digitizing primary documents and photographing objects for EHC website and exhibits, creating a new EHC logo and brochure, leading our [Walk New Haven: Cultural Heritage Tours](#).

To arrange a visit or tour of the EHC, please contact our President, Gloria Horbaty, at president@ethnicheritagecenter.org. Use this contact information to visit individual societies' archives:

- **Greater New Haven African-American Historical Society, Co-Presidents Carolyn Baker, carolynbaker@snet.net, or Diane Petaway, diane_petaway@comcast.net**
- **Irish-American Historical Society, the archives are housed at [Sacred Heart University](#)**
- **Italian-American Historical Society, President Laura Parisi, lauraparisil3@gmail.com**
- **Jewish Historical Society of Greater New Haven, Archivist Nicole Zador, (203) 392-6125, zador@jewishhistorynh.org**
- **CT Ukrainian-American Historical Society, Gloria Horbaty, President, (203)392-6126, president@ethnicheritagecenter.org, the archives are currently housed in the [Ukrainian Heritage Center](#))**
- ***Walk New Haven: Cultural Heritage Tours*, Rhoda Zahler Samuel, Coordinator, walknewhaven@ethnicheritagecenter.org**

