



FACULTY SENATE

Faculty Senate Resolution Number S-2024-18

To: Dwayne Smith, Ph.D., Interim President, Southern Connecticut State University

From: Natalie Starling, Ph.D., President, Faculty Senate

The attached Resolution of the Faculty Senate is entitled:

RESOLUTION Regarding Revisions to Promotion and Tenure Procedures for Faculty

This Resolution was approved by Faculty Senate on: 04/24/2024

This Resolution is presented for APPROVAL

This Resolution is presented for INFORMATION



In accordance with the CSU-AAUP Contract (Article 5.10), "When the Senate makes a written recommendation to the President, the President shall acknowledge and respond to the recommendation in writing within fifteen (15) school days of receiving the Senate's recommendation."

After considering this resolution, please indicate your action on this form and return it to the President of the Faculty Senate.

Natalie Starling, Ph.D.

President, SCSU Faculty Senate

DocuSigned by:

Signature

4/26/2024

Date

cc: Robert S. Prezant, Ph.D., Provost and Vice President for Academic Affairs

ACTION OF THE UNIVERSITY PRESIDENT

Resolution for Approval:

Resolution APPROVED

Resolution DISAPPROVED (Attach statement)

Resolution for Information:

Resolution NOTED (applies to Informational Resolutions only)

Dwayne Smith, Ph.D.

President, SCSU

DocuSigned by:

Signature

5/29/2024

Date



Southern Connecticut State University

FACULTY SENATE

Resolution Regarding Revisions to Promotion and Tenure Procedures for Faculty

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;

Whereas, The Faculty Senate is the official governing body for shared governance;

Whereas, The Faculty Senate recognizes that, to further academic excellence, procedures for the evaluation of full-time faculty members for promotion and tenure need periodic review and revision as stated in PART VI of the *PROMOTION AND TENURE PROCEDURES FOR FACULTY* document; and

Whereas, The procedures for weighting Category 6, Record of Disciplinary Action need to be clarified and specified; now, therefore, be it

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document **Part III.C.1.h.** (dated May 3, 2023):

The DEC Letter shall address all six categories: Load Credit Activity; Creative Activity; Productive Service to Department and University; Professional Attendance; Years in Rank; and Record of Disciplinary Action. In the event that there is no record of disciplinary action, the letter shall so note.

Resolved, That effective beginning in the Fall semester of 2024, Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document **Part III.D.3.** (dated May 3, 2023):

The Chair letter shall address all six categories: Load Credit Activity; Creative Activity; Productive Service to Department and University; Professional Attendance; Years in Rank; and Record of Disciplinary Action. In the event that there is no record of disciplinary action, the letter shall so note.

Resolved, That effective beginning in the Fall semester of 2024, Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document **Part III.E.2.** (dated May 3, 2023):

The Dean/Director letter shall address all six categories: Load Credit Activity; Creative Activity; Productive Service to Department and University; Professional Attendance; Years in Rank; and Record of Disciplinary Action. In the event that there is no record of disciplinary action, the letter shall so note.

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document **Part III.H.7.a** (dated May 3, 2023):

This form shall contain a checkbox indicating whether or not a record of disciplinary action appears in the candidate's personnel file; the candidate shall indicate "yes" or "no."

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following deletions and additions to the *Promotion And Tenure Procedures For Faculty* document **Part IV.A.3.** (dated May 3, 2023):

After discussion and deliberation on a given candidate are completed, each Committee member shall assign the candidate an integer on a ten-point rating scale for each of the first four evaluation categories. The integers should measure, as accurately as possible, the candidate's performance in each of the evaluative categories. For category 5, 1 point is given for every year **in rank** beyond five years up to a maximum of 15 points; for category 6, 1 point is given for each disciplinary action **in the candidate's personnel file**. (See Part IV.C below).

Resolved, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following changes and additions to the *Promotion And Tenure Procedures For Faculty* document **Part IV.C.3.** (dated May 3, 2023):

- Split the table contained therein into two tables, one describing the weightings of the first four categories and a second describing the ratings of Categories 5 and 6, as shown below
- In the row describing category 6 "Record of Disciplinary Action," add the word "each" as shown below:

Proportional Weight	Teaching Faculty	Coaches	Athletic Trainers	Counselors	Librarians
Average is multiplied by 10	Load Credit Activity	Administration & Conduct of Assigned Sport	Management of Health Care of Student Athletes	Load Credit Activity	Load Credit Activity
Average is multiplied by 5	Creative Activity	Relationships with Student Athletes	Demonstrated Care and Professionalism	Professional Activity	Professional Activity
Average is multiplied by 4	Service to Dept and University	Record of Competitive Performance	Educational Growth and Service to the Profession	Service to Dept and University	Service to Dept and University
Average is multiplied by 2	Professional Activity	Service to Dept and University	Service to Dept and University	Creative Activity	Creative Activity

Rating	Teaching Faculty	Coaches	Athletic Trainers	Counselors	Librarians
Rating is multiplied by 1	Years in Rank	Years in Rank	Years in Rank	Years in Rank	Years in Rank
Rating is multiplied by -1	Each record of Disciplinary Action	Each record of Disciplinary Action	Each record of Disciplinary Action	Each record of Disciplinary Action	Each record of Disciplinary Action