

Faculty Senate Resolution Number S-2025-04

TO: Dwayne Smith, Ph.D., Interim President, Southern Connecticut State University
FROM: Natalie Starling, Ph.D., President, SCSU Faculty Senate

The attached Resolution of the Faculty Senate is entitled:

RESOLUTION Regarding Faculty Senate Statement on Service

This resolution was approved by Faculty Senate on: March 12, 2025

☐ 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) 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

Natalie Starling, Ph.D., President, SCSU Faculty Senate

03/14/2025

Date

cc: Julia Irwin, Ph.D., Interim 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
Dwayne Smith (Apr 2, 2025 10:45 EDT)

Dwayne Smith, Ph.D., Interim President, SCSU

04/02/2025

Date



Southern Connecticut State University

FACULTY SENATE

Resolution for Information: Faculty Senate Statement on Service

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, Shared governance is essential to excellence in institutions of higher education;

Whereas, Productive service to the department and university is a significant component of making shared governance meaningful and practical; and

Whereas, The Faculty Senate recognizes that openings for service roles have been difficult to fill in the past few academic years; now, therefore, be it

Resolved, That the Faculty Senate distribute the following statement to the Southern AAUP faculty and other interested parties:

Faculty Senate Statement on the Value of Service at the University

While each department determines and articulates its own expectations regarding service to the department and university, the Faculty Senate nevertheless stipulates that, in the spirit of fairness, departments should endeavor to distribute service responsibilities equitably among faculty, regardless of tenure status or rank. Unless conditions make it impossible, newly hired faculty, who may still be finding their bearings, should be eased into their service commitments during their first two years, and fully promoted faculty should continue to carry their fair share of service commitments throughout their careers.

Furthermore, the Faculty Senate contends that service is an essential component of every faculty member's career in a university and helps establish a community of scholars and teachers; faculty members engaged in their university community enhance their teaching and scholarship in many ways and contribute to our students' educational experience at the university. In the absence of faculty service, either an administration absorbs the service tasks, or those tasks remain undone. Moreover, without individual service from faculty members, shared governance cannot meaningfully exist at our university, and faculty lose the opportunity to engage with university administration for the benefit of all students, faculty, and staff.

Although the specific form and quantity of service necessarily varies from department to department, the Faculty Senate encourages all departments to clearly emphasize for their members the overall value of faculty service and its benefits to other facets of faculty work. Evaluative bodies and individuals involved in the renewal, promotion, tenure, and six-year professional assessment processes have a responsibility to be clear in their letters about the value of candidates' service.

SCSU places a uniquely high value on shared governance and the faculty service activities upon which productive shared governance depends. This valuation is reflected in the near-equal weighting of creative activity and service on the University Promotion and Tenure Committee's scoring rubric: while a teaching faculty candidate's average score for Creative Activity is multiplied by a factor of 5, for Department & University Service, it is a factor of 4. For library and counseling faculty, service is weighted at 4 and creative activity is weighted at 2. (All teaching, library, or counseling faculty candidates' average scores for Primary Load-Credit Activity are multiplied by a factor of 10). Those numbers clearly embody the virtually equal importance of creative activity and service at SCSU.

Faculty may have opportunities for meaningful service at any stage of their career and should feel free to embrace those opportunities, regardless of rank or tenure status. Administrations sometimes discourage faculty members from doing service by claiming it interferes with time devoted to creative activity, but the Collective Bargaining Agreement (CBA) is clear in recognizing the importance of service. The CBA expects and rewards good service because it benefits the future of the university: given that a thoughtful consistency in practices and procedures is healthy for everyone, especially students, and given that the general institutional practice in higher education is that faculty remains during administration turnovers, faculty engagement in service keeps a deliberated consistency in place when administrators leave.