

Faculty Senate Resolution Number S-2025-13

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 Supporting the Administrative Faculty Senate and for the Calling  
for Standardized Inclusive Search Procedures for Senior Campus Leadership Positions

This resolution was approved by Faculty Senate on: April 16, 2025

XX 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

04/16/2025

Date

cc: Julia Irwin, Ph.D., Interim Provost and Vice-President for Academic Affairs

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**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 16, 2025 21:04 EDT)

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

04/16/2025

Date

## Statement

## FACULTY SENATE

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### **Resolution Supporting the Administrative Faculty Senate and for the Calling for Standardized Inclusive Search Procedures for Senior Campus Leadership Positions**

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

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

Whereas, The Faculty Senate recognizes its role within the university in representing SCSU faculty as one of multiple groups that constitute the many stakeholders at Southern Connecticut State University;

Whereas, The Faculty Senate recognizes such a role includes a shared responsibility to strive toward collective awareness of and support for the efforts of the other groups to further academic excellence and engage in shared governance;

Whereas, The recent Resolution Calling For Standardized Inclusive Search Procedures

For Senior Campus Leadership Positions (AFS-2425-02, dated 3/17/2025; attached) was passed by the Administrative Faculty Senate and was signed as “APPROVED” by the University President on March 26, 2025;

Whereas, The College of Education Dean Search Committee in AY 23-24 did include representation from the Faculty Senate and the representative was elected by the Faculty Senate following electronic polling for self-nominations led by the chair of the Elections Committee with the election concluding at the regularly scheduled full senate meeting on January 24, 2024 (see [minutes](#));

Whereas, The College of Education Dean Search Committee in AY 24-25 did not initially include representation from the Faculty Senate until the Faculty Senate President requested such representation, and the representative was elected by the Faculty Senate and announced at the regularly scheduled full senate meeting on December 4, 2024; now, therefore, be it

*Resolved*, That, the Faculty Senate endorses the Resolution For Standardized Inclusive Search Procedures For Senior Campus Leadership Positions (attached below).



Southern Connecticut  
State University

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ADMINISTRATIVE FACULTY SENATE

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Administrative Faculty Senate Resolution Number: AFS-2425-02

DATE: March 17, 2025

TO: D. Smith, Interim President, Southern Connecticut State University

FROM: J. Jones, President, Administrative Faculty Senate

Dear President Smith,

The Administrative Faculty Senate has adopted the attached resolution, requiring your review and approval or acknowledgment.

- ☒ This resolution is presented for APPROVAL  
☐ This resolution is presented for INFORMATION

In accordance with the mutually agreed upon Administrative Faculty Senate By-Laws (Article VI, Section 6.04), "All resolutions presented to the University President in writing shall receive a written response within fifteen (15) business days."

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

Jordan D. Jones

Jordan D. Jones, President, AFS

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ACTION OF THE UNIVERSITY PRESIDENT

*President's Response:*

- ☒ Resolution **APPROVED**  
☐ Resolution **DISAPPROVED** (Required Response Attached)  
☐ Resolution **NOTED** (Applies to Information Resolutions Only)

Dwayne Smith  
Dwayne Smith, Interim President, SCSU

3/26/25  
Date

**RESOLUTION CALLING FOR STANDARDIZED INCLUSIVE SEARCH PROCEDURES  
FOR SENIOR CAMPUS LEADERSHIP POSITIONS**

Resolution Number: **AFS-2425-02**

**WHEREAS**, the recent College of Education Dean Search Committee did not include representation from the Administrative Faculty Senate (AFS), the State University Organization of Administrative Faculty (SUOAF), nor academic departments within the College of Education, which represents a departure from established inclusive practices;

**WHEREAS**, the Southern Connecticut State University (SCSU) community deeply values transparency, fairness, and equity in all administrative processes, including the selection of search committees for senior-level positions;

**WHEREAS**, past successful search practices at SCSU have consistently engaged with campus shared governance bodies, allowing senates and unions to designate their own representatives through their established internal mechanisms;

**WHEREAS**, the exclusion of key stakeholders from the search committee is a serious breach of the principles of shared governance and inclusivity that are fundamental to the university's mission;

**WHEREAS**, ensuring consistency and transparency in search committee selection processes is essential for maintaining trust and equity across the university;

**WHEREAS**, inclusive search committees lead to stronger leadership appointments by incorporating diverse perspectives, ensuring broader community buy-in, and identifying candidates who will effectively collaborate with all university constituencies;

**WHEREAS**, the AFS is the sole legislative body representing the administrative faculty on these and related matters, and feels it is an obligation to speak out against such oversight and the lack of clear and consistent policies;

**THEREFORE, BE IT RESOLVED**, that the Administrative Faculty Senate (AFS) expresses profound concern regarding the lack of AFS representation in the College of Education Dean Search Committee, while also noting the exclusion of SUOAF and academic department representatives;

**BE IT FURTHER RESOLVED**, that the AFS strongly emphasizes the critical importance of transparency and inclusivity in the shared governance process, as these principles are vital to Southern's mission and values: "Pursuing Excellence, Fostering Leadership, Empowering Communities";

**BE IT FURTHER RESOLVED**, that the AFS calls for the immediate review of current search committee selection practices and the development and implementation of a formalized search procedure for senior-level positions (specifically those leaders of divisions, schools/colleges, and other strategic leadership positions with campus-wide impact), which includes clear guidelines on the inclusion of key stakeholders such as AFS representatives, SUOAF representatives, and members of relevant academic departments; this process should be completed no later than the end of the Spring 2025 semester;

**BE IT FURTHER RESOLVED**, that the AFS urges the administration to develop consistent, transparent guidelines for the search committee selection process to prevent recurring issues while ensuring appropriate representation from all relevant stakeholders;

**BE IT FURTHER RESOLVED**, that for any senior leadership searches currently underway or initiated before the new procedures are finalized, an interim process should be immediately implemented that requires consultation with AFS, Faculty Senate, and appropriate union leadership to secure appropriate representatives within two weeks of a search committee's formation;

**BE IT FINALLY RESOLVED**, once new search procedures are established, the Chief Human Resources Officer or designee shall provide written confirmation to the AFS Executive Committee that each newly formed senior leadership search committee has been constituted in accordance with these procedures, including specific information about stakeholder representation.

**Submitted by:** Steering Committee

**Approved by Senate:** March 17, 2025

**Certified by:** *Jordan D. Jones*

Jordan D. Jones, Administrative Faculty Senate President