

Southern Connecticut State University

Faculty Senate Meeting

Minutes of September 19, 2012

<http://www.scsu.ctstateu.edu/organiations/facultysenate>

The 2nd meeting of the 2012-2013 academic year was called to order at 12:10 pm by President Susan Cusato.

Members: Present/**Absent** (Members absent are designated in **bold**)

Emmanuel Emenyonu (Accounting)	Michelle Lawler (Counseling)	Susan Calahan (Exercise Science)	Rick Bassett (Management)	(Part-Time Faculty)	Dana Schneider (Social Work)
Valerie Andrushko (Anthropology)	Uchenna Nwachuku (Couns/Sch Psych)	Luisa Piemontese (WLL/Foreign Language)	Mel Prince (Marketing)	(Part-Time Faculty)	Heather Pizzanello (Social Work)
Jeff Slomba (Art)	Tom Fleming (Earth Science)	Alfredo Sosa-Velasco (WLL/Foreign Language)	Maria Diamantis (Mathematics)	Rex Gilliland (Philosophy)	Jon Bloch (Sociology)
Terrence Lavin (Art)	Sam Andoh (Econ/Finance)	Patrick Heidkamp (Geography)	John Scheuermann (Mathematics)	Jim Dolan (Physics)	Patricia Major (Special Ed/Reading)
Meghan Brown (Athletics)	Beena Achhpal (Education)	Marie McDaniel (History)	Wes O'Brien (Media Studies)	Kevin Buterbaugh (Political Science)	Ruth Eren (Special Ed/Reading)
Jane Feng (Biology)	Peter Madonia (Ed Leadership)	Ginny Metaxas (History)	Terese Gemme (Music)	Gayle Bessenoff (Psychology)	Kaia Monroe Rarick (Theatre)
Adiel Coca (Chemistry)	Judy Tarbox (English)	Jerry Dunklee (Journalism)	Chris Denhup (Nursing)	Kevin Colwell (Psychology)	Marty Hartog (UCF)
Annette Madlock-Gatison (Communication)	Mike Shea (English)	Elsie Okobi (Library Science)	Pennie Sessler Branden (Nursing)	William Faracilas (Public Health)	Chris Petto (Grad Council)
Deborah Weiss (Com Disorders)	Paul Petrie (English)	Rebecca Hedreen (Library Science)	(Part-Time Faculty)	Jim MacGregor (Recreation/Leisure)	Mary Papazian (SCSU President)
Herv Podnar (Computer Science)	Matt Rothbard (Exercise Science)	Sue Clerc (Library Services)	(Part-Time Faculty)	Susan Cusato (Science Ed/Env Stud)	Nicole Cassidy (Student Government)

Approval of Minutes: Senate Meeting Minutes of September 5, 2012 were accepted as submitted.

Announcements:

- Dr. Hartog (UCF chairperson) recognized Senator Deb Weiss on her work during the summer on TAP (Transfer and Articulation Policy). The TAP Steering committee is now seeking comments from faculty and staff. The policy is posted on: (<https://www.southernct.edu/UCF/transferandarticulationpolicytapinformation/>)
- President Papazian's inauguration celebration has officially begun. A series of activities have been scheduled for the next two weeks, all are invited to attend the celebrations. The inauguration is on Friday, September 28, 2012 at 1:30 pm. All invited to participate.

At this time, President Cusato introduce President Mary Papazian.

President Papazian thanked the inauguration committee for their work and invited all members to attend, as we will be celebrating all aspects of our university.

Furthermore, President Papazian thanked the faculty and everyone who assisted in the call to enter N grades for students who were not attending classes.

Next she invited questions/concerns from the senate floor and as she will attempt to respond as best as she can.

Question: as funding for the university is decreasing over the years, what kind of outreach are you currently doing in order to bring more \$ from the state and b) what do you plan to do for outreach outside the state's budget.

Response: We are in a very political environment and the Board of Regents is currently going through a strategic planning process as they are trying to set their goals. As we participate actively with the state, we might be able to find support in some areas. Capital side of the budget, we are in good standing. We are moving with our facilities and buildings in a good manner.

In the operation side, President Papazian is meeting with state folks and there is a delegation in place that understands the value that SCSU is bringing to the table and continue to reach out.

Philanthropy: We need to attempt more on this area and we need to review existing funds as well as look at prospective donors and tell them SCSU stories. Deans and faculty are getting involved, since the faculty is the best to tell those stories. President Papazian will be getting more involved.

Enrollment: we need to stabilize our enrollment. Five years ago, we had nearly 12,500 students and today we have decreased by about 1,000. This year we were conservative on our budget, we are stable with freshmen enrollment, stable on graduate level enrollment, but we dropped in the enrollment between the sophomore - Junior years. The deans will be addressing this with faculty and everyone involved will investigate and understand the reasons. How can we improve the enrollment status by improving our services to our students? Grant you that it is hard to find out reasons of why students leave, but we need to

try and find out what are/might be the indicators at the sophomore year's 1st semester and to find out why they might transfer.

Transfer enrollment is also down this year. Maybe the discussion on the transfer policy might have an impact on this; thus, we should reach out to Gateway/Housatonic through the deans/faculty. This year we also had no admissions director so hopefully we will be best prepared for this in the future.

Question: do you have any ideas/plans for international students? Any plans to put a mechanism in place to assist such students to come here?

Response: If you look at demographics of the state, it seems that the high school graduates will decrease over the next few years, so, we might wish to look elsewhere for students, either from other states or outside the US. President Papazian mentioned that she believes in bringing students from other states where environment and culture is so different, thus SCSU should embrace those differences.

Currently SCSU has about 5% out of state students, and as the CT state is looking to bring international business to CT, SCSU needs to be meet the educational challenges in the area. SCSU will be looking into international opportunities by opening up the admission from overseas, as long as it becomes a long-term benefit.

President Papazian agreed that SCSU needs to improve the procedure for graduate international students to apply and attend SCSU's programs.

Question: is there a policy for transfer students and their smooth transition to SCSU? We loose students since their credits are not accepted. Many of their credits are noted as "transfer electives". Do we have any further policy in place for internships - should we adopt internships?

Response: the transfer articulation policy should address this issue for students with Associate Degree and coming to SCSU for their Bachelor's Degree. But in particular programs/courses, then we must have such articulation plans and post them for the students to know early of what can or not be accepted at SCSU. It should be the faculty or the advisors who then say, here is your path in order to complete your education and then base the transfer courses. Collaboration with the 2-year colleges is crucial. As far as internships, the business school is addressing this at this time and it is a fact that if a business approaches SCSU seeking students to be interns, chances are that we will work with them and provide such interns.

Question: There are situations though, when we loose graduate students who were seeking graduate assistantship and there were none in place. Unfortunately, we don't have financial aid for our graduate students, what can we do?

Response: Private philanthropy can be an avenue to explore and have some funding be used at such situations. Another avenue to explore is research money - which are indirect money - which SCSU can allocate to graduate student scholarships. Other fund raising opportunities should be explored which will increase SCSU revenue as SCSU turns that over to support graduate students.

Much of our philanthropy money goes to our undergraduate population. President Papazian promised that she would try examining the summer semesters, as opportunity to increase SCSU funds. Thus, summer income and private philanthropy could be avenues to increase graduate scholarship funds.

Question: as the budget funds come in July, could there be an early announcement to departments alerting them of possible funds for graduate students? Could that money be used to invite/accept students in their programs?

Response: It is important to have some funds for recruitments. Faculty who are active grant-writers should include such opportunities as much as possible to assist students.

Question: Current graduation rate is 5 years vs. 4 year. What is the plan to assist students to finish in 4 years? Even those who are on track?

Response: Normally we look at a 6-year graduation rates but it would be great to look at 4-year graduation. We need to look at the whole plan, are there any patterns of why our students not graduating in 4 years? What are the reasons? Lack of correct advising? Currently we are at 40% graduation rate in 4 years, we could increase it to 60%. I know that the faculty is doing everything possible with the rotation of courses, many we can offer more summer opportunities, perhaps we can offer 30 credits in 12 months versus 2 semesters? President Papazian stated that she could challenge the departments to devise such plan of offering courses. As President Papazian recognized that we should investigate reasons of why students are not graduating in 4 years. They could be advised that if they follow a specific route, then they will finish in 4 years but they have to stay on that plan. She also challenges programs to examine if due to accreditation, the programs are adding new requirements versus revising existing courses. We will be looking on student success again this year.

Question: As important the summer institutes are, there is a 75% of budget's revenue that goes directly to SCSU's overhead. Faculty should have a little more flexibility, could this be examined further?

Response: President Papazian agreed that she would examine that area.

Question: How do you envision faculty contributing at the university's entrepreneurial funds?

Response: For special programs and for reaching out, the best ambassadors are the faculty and the students (i.e. faculty recruitment committee). Faculty should be invited to join the admissions to tell the SCSU stories. Faculty should be involved at science fairs as judges and be involved as mentors to students early for any outreach, which is the natural way of involvement. On-line courses, is another area where our students might have needs. Faculty should /could think differently about education. Thinking outside the box to expand the tools of education. We obviously need the recourses/support in technology. We can enhance the engagement of faculty with alumni and this will again bring more funds to SCSU. There is no single event here. Even our marketing advertisement should highlight: be smart, use Southern.

Question: How can we increase financial aid for our students for summer courses thus, enhance the graduation rate? What can we do about that?

Response: We do a lot of mapping in curriculum, but we don't map out the financial aid, if we can bring together those two and map them together, then we will be helping students in being proactive and finish on time. We should invite our students to become involved in the discussion and map out their education and their financial aid.

Question: Research funds - could you talk about short and long term for faculty research reassigned time?

Response: Those are critical issues. President Papazian expressed concern with the 4/4 credit load and the travel funds issues. She expressed desire to start a conversation on this and the biggest constraint right now is reassigned time. Our grants' office is small and we don't have the facilities; we have serious problems and we need to provide support to our new colleagues for research. We will look into this very very carefully, to support faculty with time for research, support them for travel, and provide support for writing grants. There are many pieces but we will start with the reassigned time because that is the challenge we have to pay for. Maybe a 3-3 course load is needed for faculty to teach with latest research. The provost will lead these discussions soon.

President Papazian departed at this time after she was thanked for her input on those critical issues.

President's Report -- President Cusato distributed the report and the following items were discussed:

- Travel Funds: The initial amount of funding was \$382,715. As of September 18, 2012, the available AAUP travel funds are \$266,334.02. Paid out for completed travel: \$9,682. There was an additional \$50,000.00 that was made available from unencumbered AAUP funds. This leaves a potential increase of the total amount to over ~\$432,000. This will be a serious problem. In 2011-2012 academic year there was a transferred balance of ~\$26,000. In 2010-2011, the balance brought forward was \$49,977. This means that many faculty, were denied funds to travel while faculty who had encumbered funds either did not use the total amount of their TA or did not travel. Poor record keeping and failure of faculty to inform the appropriate parties regarding changes to travel plans has resulted in significant financial impact on faculty. These two issues need to be addressed immediately or the same issue will happen again this year. The problem will result in significantly less funding for next year.
- Faculty knows that if they don't submit receipts within 30 days of their travel, they will lose the approved funds. Thus, the Accounts Payable office need to update their records and keep track of the money spent.
- The Creative Activity funds are included in the travel funds pool. Plus the creative activity funds might decrease a lot next year due to budget (a much smaller amount for next year).
- Should the senate act right now on this \$50,000 and express our concern/suggestions to the president?
- There was a lengthy discussions and a motion was proposed and seconded. The motion reads: "the senate writes a letter to President Papazian that she doesn't make a decision

on the recently unencumbered \$50,000 AAUP travel funds at this moment. The will of the faculty senate is that the senate's finance committee meets and proposes several alternative plans. Those plans will be brought to the full senate for approval and then they will be presented to President Papazian.

- Motion was accepted unanimously.

Standing Committees - Reports

- Academic Policy - Senator Bloch - the committee is working on some policies from last year. They are looking into AUR and LEP as well as credits from the program majors.
- **Elections - Senator Rothbard - some committees will be discussing memberships**
- Finance - Senator Calahan - committee hasn't met yet
- Personnel Policy - Senator Bessenoff - the committee will be working on the P and T document
- Rules - Senator Coca - the committee discussed the senate representatives for part time faculty
- Student Policy - Senator Madonia - the committee is working on the academic misconduct policy, which is being re-examined and will be brought forward for approval, as soon as possible.
- Technology - Senator Hedreen (for senator Tarbox) - the committee is examining who does what on the technology area. The committee is also looking into the possibility of the distribution of senate document through a shared drive (to be accessed by password).

Motion to adjourn: 1:55 was accepted.

Respectfully submitted,
Maria Diamantis
Faculty Senate Secretary