

S o u t h e r n C o n n e c t i c u t S t a t e U n i v e r s i t y
FACULTY SENATE

Approved Minutes of April 11, 2018

<https://www.southernct.edu/faculty-staff/faculty-senate/mins/2017-2018.html>

The 10th meeting of the Faculty Senate AY 2017-2018 was held on
 April 11, 2018, at 12:16 p.m. in the
 Seminar Room of Connecticut Hall.

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

Wafeek Abdelsayed (Accounting)	Natalie Starling (Couns/Sch Psych)	Robert Gregory (Exercise Science)	Joe Fields (Mathematics)	David Pettigrew (Philosophy)	Angela Lopez-Velasquez (Special Ed/Reading)
Kenneth McGill (Anthropology)	Mike Knell (Earth Science)	Tom Radice (History)	Klay Kruczek (Mathematics)	L. Evan Finch (Physics)	Laura Raynolds (Special Ed/Reading)
Greg Cochenet (Art)	Sanja Grubacic (Econ/Finance)	Stephen Amerman (History)	Wes O'Brien (Media Studies)	Jon Wharton (Political Science)	Larry Nye (Theatre)
Lisa Barbaro (Athletics)	Beena Achhpal (Curriculum & Learning)	Yan Liu (Information & Library Science)	Jonathan Irving (Music)	Michael Nizhnikov (Psychology)	Luke Eilderts (Secretary/World Languages & Literatures)
Sarah Crawford (Biology)	Peter Madonia (Ed Leadership)	Jerry Dunklee (Journalism)	Maria Krol (Nursing)	Katherine Marsland (Psychology)	
James Kearns (Chemistry)	Joel Dodson (English)	Parker Fruehan (Library Services)	Antoinette Towle (Nursing)	William Faraclas (Public Health)	Deborah Weiss (UCF)
Derek Taylor (Communication)	Mike Shea (English)	Kari Swanson (Library Services)	Obiageli Okwuka (Part-time Faculty)	Michael Dodge (Recreation/Leisure)	William Faraclas (Faculty Senate Past President)
Deborah Weiss (Com Disorders)	Elizabeth Kalbfleisch (English)	Mina Park (Management/MIS)	Eric Hoffman (Part-Time Faculty)	(Social Work)	Elizabeth Rhoades (Grad Council)
Mohammad T. Islam (Computer Science)	Scott Graves (Environment, Geography & Marine Studies)	Greg Robbins (Management/MIS)	Mary Ellen Minichiello (Part-Time Faculty)	Stephen Monroe Tomczak (Social Work)	Mia Forgione (Student)
Matthew Ouimet (Counseling)	Peter Latchman (Exercise Science)	Shyam Lodha (Marketing)	Walter Stutzmann (Part-Time Faculty)	Greg Adams (Sociology)	Dr. Joe Bertolino, SCSU President
<u>Guests:</u> Ilene Crawford (Academic Affairs) Robert Forbus (School of BUS)	Tracy Tyree (Student Affairs) Mark Rozewski (Finance) Craig Hlavac (School of A&S)				

I. Minutes of Previous Meeting

<https://www.southernct.edu/faculty-staff/faculty-senate/mins/2016-2017.html>

- March 28, 2018
 - **Accepted as distributed.**

II. Announcements

- D. Pettigrew: “Remembering the Holocaust” Exhibition at Buley Library, main level. April 2-May 4, 2018.
- K. Swanson: The SCSU Committee on the Status of Women in the Academic Profession, a standing committee of the AAUP, will be distributing a survey via email to explore salary/pay equity.
- L. Eilderts: The Global Education Advisory Committee (GEAC) has distributed a survey to faculty with the goal of gathering information on the state of internationalization.
- T. Tyree: Open fora for the candidates for Associate Vice President for Student Affairs. More information will be sent via email.
- L. Rhoades: Social Justice committee is collecting narratives from faculty, staff, and students.

III. President’s Report: M. Diamantis

<https://www.southernct.edu/faculty-staff/faculty-senate/senatepresidentreports/2017-2018.html>

- W. Faraclas spoke about the work of the Reflection Garden Council and the Social Justice theme of the space. Shared that over \$150,000 in private donations have been raised.
 - J. Dunklee **moved to commit** to the co-chairs of the Reflection Garden Council the task of drafting a resolution of endorsement of the Reflection Garden project and present it at the Faculty Senate Meeting schedule for April 25.
 - **Approved unanimously.**
- K. McGill: Inquired about the budget for the next fiscal year and its impact on hiring.
 - M. Diamantis: Shared that more information would become available once President Bertolino arrived.
- W. Stutzman: Inquired about reduced tuition over the summer for students who take a total of six credits.
 - I. Crawford: Shared that there are incentives for students and that an email detailing that information would be forthcoming.

IV. Standing Committee Reports

1. Student Policy (M. Nizhnikov)

- **Moved to accept** the following optional language for inclusion in course syllabi:
 - Southern Connecticut State University stands in solidarity with undocumented students for whom Connecticut is their home. They are a valuable part of our community and the University is committed to ensuring they continue to pursue their personal and professional goals in a supportive and welcoming environment. Southern Connecticut State University has an Undocumented Student Support Team which has compiled a variety of resources for

members of our community. If you need these resources, please visit <https://www.southernct.edu/undocumented-students/>. Members of the team, listed on the website, are available to offer their support as well.

- **Motion approved unanimously.**

2. Personnel Policy (M. Shea)

- **Moved to revise** language in the Senate Promotion & Tenure document:
 - **Part IV.E.**
 - The Committee shall automatically reconsider all mandatory tenure candidates (that is, candidates in their penultimate year for tenure) who have not been recommended for tenure.
All motions for reconsiderations of candidates for either promotion or tenure shall be made at least a week in advance of the reconsideration itself.
Candidates shall be allowed no more than one reconsideration for tenure and no more than one reconsideration for promotion each year.
Reconsiderations for tenure shall be allowed only for candidates not recommended for tenure by the Committee.
Reconsiderations for promotion shall be allowed only for candidates not recommended for promotion by the Committee. of tenure and/or promotion can only be made if the candidate is **not** recommended by the P&T committee.
 - **Motion approved.**

With unanimous consent, M. Diamantis welcomed President J. Bertolino to take the floor.

V. Guest

President J. Bertolino

- The Budget situation is critical.
- Next year, our fringe costs will go up 11%, and with salary and fringe, our personnel costs will go up nearly 26%.
- By 2020, the community colleges will have no more reserves; by 2021, the universities will have no reserves. By 2021, the system will have a projected deficit of \$100 million.
- Two issues that were mentioned for the first time in this forum:
 - Reallocation of personnel: while we are guaranteed a job within the system, we are not guaranteed a job on our specific campus.
 - Financial exigency: President Joe stressed that while this did come up, he does not believe at this time that President Ojakian would go down this route.
- President Joe stressed that Southern's numbers are not sustainable, but he is ready do what is necessary to protect Southern, and he hopes that faculty and staff will be, too.
- Business as usual is no longer acceptable; we will need to be dynamic and creative, and we may need to move through processes quicker.
- We will need to become more aggressive in recruitment, especially international students, as well as our online presence and continuing education.

Questions included

- Our branding effort

- Our local recruitment efforts
- Imminent effects of the budgetary crisis
- Students First consolidation
- Student recruitment and retention
- Faculty retention, promotion and tenure
- Future of institution and its size
- Communication with students
- Future of disciplines/interdisciplinarity

VI. Standing Committee Reports (continued)

1. Personnel Policy (M. Shea)

- **Moved to insert** language to the Senate Promotion and Tenure documents:
 - **Part III.F.3.**
 - Any faculty member shall be eligible to serve on the Committee provided he or she is tenured, has the rank of Associate or above (or the equivalent for library faculty and counseling faculty), and has completed a minimum of six years on the faculty at a college or university, at least three of which must be at Southern Connecticut State University. However, faculty members serving in administrative positions outside of their department and receiving load credit or compensation are not eligible if and when their P&T membership is a potential conflict of interest; that is, faculty members shall not be eligible when serving in administrative positions (for example, Assistant to the Dean, the Provost, or the President) in which they could potentially violate — or give the appearance of potentially violating — the contractually distinct levels of evaluation (DEC, Chair, Dean, P&T Committee, Provost, and in some cases President).
 - S. Ellis **moved to call the previous question.**
 - **Motion passed.**
 - **Motion approved unanimously.**
- **Moved to strike** language to the Senate Promotion and Tenure documents
 - **Part III.F.3.c.**
 - No Department Chairpersons, division directors, DEC members, and Deans serve as a member or alternate on the Committee (e.g.).
 - **Motion approved.**

VII. Adjournment

- Adjourned at 2:06

For information purposes only:

Finance (W. Abdelsayed)

- Full time AAUP: \$82,113
- Part time AAUP: \$3,916
- Creative Activity: \$2,251

Luke Eilderts
Secretary