

FACULTY SENATE*Approved Minutes of October 21, 2015*

<http://www.southernct.edu/faculty-staff/faculty-senate/mings/index.html>

The 4th meeting of 2015-2016, was called to order at 12:12 pm by President William Faraclas.

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

Emmanuel Emenyonu (Accounting)	Uchenna Nwachuku (Couns/Sch Psych)	Tom Radice (History)	Wes O'Brien (Media Studies)	Jon Wharton (Political Science)	Patricia Major (Special Ed/Reading)
Valerie Andrushko (Anthropology)	Jim Fullmer (Earth Science)	Stephen Amerman (History)	Jonathan Irving (Music)	Michael Nizhnikov (Psychology)	Ron Tamura (Special Ed/Reading)
Greg Cochenet (Art)	Sanja Grubacic (Econ/Finance)	Jerry Dunklee (Journalism)	Maria Krol (Nursing)	Kevin Colwell (Psychology)	Sheila H. Garvey (Theatre)
(Athletics)	Beena Achhpal (Education)	Elsie Okobi (Library Science)	Antoinette Towle (Nursing)	William Faraclas (President)	Jian Wu (WLL/Foreign Language)
Sarah Crawford (Biology)	Peter Madonia (Ed Leadership)	Diane Tomasko (Library Services)	Gene Brady (Part-Time Faculty)	Deborah Flynn (Public Health)	Luke Eilderts (World Literature Language)
Ericka Barnes (Chemistry)	Joel Dodson (English)	Jeff Dickens (Library Services)	Robin Esposito (Part-Time Faculty)	Michael Dodge (Recreation/ Leisure)	
Jane McGinn (Communication)	Mike Shea (English)	Mina Park (Management / MIS)	Obiageli Okwuka (Part-Time Faculty)	Scott Graves (Environmental and Marine Studies)	
Deborah Weiss (Com Disorders)	Scott Ellis (English)	Rajesh Elhance (Marketing)	Walter Stutzmann (Part- Time Faculty)	Heather Pizzanello (Social Work)	Liz Keenan (UCF)
Amal Abdel Raouf (Computer Science)	Matt Rothbard (Exercise Science)	Maria Diamantis (Mathematics)	David Pettigrew (Philosophy)	Stephen Monroe Tomczak (Social Work)	Elizabeth Rhoades (Grad Council)
Michelle Lawler (Counseling)	Robert Gregory (Exercise Science)	Joe Fields (Mathematics)	Todd Schwendemann (Physics)	Jessica Kenty- Drane (Sociology)	Mary Papazian (SCSU President)
Guests:	Tracy Tyree	Jaye Bailey			

Approval of Minutes: The Senate Meeting of October 7, 2015 Minutes were approved as presented.

President Faraclas welcomed Dr. Terricita Sass, Associate Vice President for Enrollment Management, to the Faculty Senate.

Dr. Sass began with a general introduction of her time here at Southern.

- Opening remarks
 - Since her start on July 7, she continues to believe what Southern stands for, and that this has been a very good fit.
 - That being said, there are lots of opportunities for enhancement on this campus.

- She was brought here for enrollment management, admissions, financial aid, registrar, office academic and career advising. These areas are not the reason why students come to Southern, but they are critical for student success overall.
- She has been listening internally and externally to the major challenges we are facing.
- Reminded us that one person cannot come in and erase nine years of problems.
- She says that Southern may not have been doing things that a lot of other institutions have been doing. We need to step up our game.
 - She was impressed by the turnout of the faculty and their commitment at the open house. I want to extend a hearty thank you to those who were able to participate in these events.
- She appreciated very much the Faculty vision for academic technology document that had been circulated by the Technology committee.
- She oversees the registrars, admissions, financial aid, and is looking at their structures.
- She is reviewing processes and determining what works and what does not.
- Currently having a major discussion about transfer students; she is trying to understand the situation and make the situation better, and facilitate the processes for these issues.
- She is looking for ways to make things better / to be a partner.
- Her agenda is straightforward: make sure that we're having these open discussions and finding ways to turn things around.
- She asks faculty to let her and her offices know if there is something that they can do.
- She indicates her desire to have open conversation with the faculty, and encourages faculty involvement.

After her initial remarks, Dr. Sass responded to faculty questions:

- Q: What are we doing to build close relationships with people around the state?
 - A: That personal relationship, don't want this to be offensive, but we need to "sell" Southern. We have to sell the institution, because our competitors are doing it for their institutions. There's a lot of mistrust in higher ed because a lot of family and students, they see admissions as used car salesman, so we need to build that relationship. We need to let them know how their students are doing, too.
- Q: Are students going back to their high schools and talking? How do we find that out?
 - A: We'll talk more later in the year. People are still talking about things that happened 10 years ago. We haven't done enough to "repair." We will have a discussion for that feedback loop. When you hear things, how do you get it to us.
- Q: Degree to which you feel the push for community college education is impacting enrollment, especially since leaders are pushing for free education at community colleges. What is our plan to accommodate upper-level students rather than incoming?
 - A: 35-40% coming in as transfer students. There are a lot of opportunities for enhancement in some of things that I'm reading in TAP agreement. Part of the discussion: how do we accommodate the traditional demographic? Students have become savvier. The message is debt is bad, but not going to school is worse. We must educate students on financial planning. For many, they see little difference between a 4-year institution and a community college. Affordability is a big piece. We have to plan knowing that the demographic is moving more toward people with

some college, more adult learners, and if we do not change, we are going to continue to see our current trend. In three years, there may be things that we didn't think about and we need to recalibrate. We have to be more nimble. Rather than always catching up, we need to be moving. Not waiting until everything happens, and reacting. Transfer students will be a big part of that effort.

- Q: Since the community / junior college gaining in popularity, Southern is getting less applicants, so to make up for students not coming here, are we accepting students who don't do as well in standardized testing, or who are more in need of entry level courses. Is this our trend?
 - A: We have an increase in our applicant pool by 70%. However, one year does not a trend make, but I do feel that we're on an upswing. We've seen an increase in the profile of students applying here. We need to work on getting those students here. They have applied, which is good, but they haven't been able to come. We also saw an increase in transfer students. With standardized tests, we have to find out what are those delicate balances between scores and High school GPAs, and what makes them successful. We have to look at more than just what the numbers. How do we look at a student more holistically?
- Q: Do you think that we have the personnel in quantity that can deal with our incoming students to find get the most holistic view, or are we so strapped? How many students can you talk to personally?
 - A: That's another challenge for us. What is our capacity? We do the best that we can, but as we improve, how can we partner with faculty staff when we get more applications, to help us be able to manage all the influx that we're going to get? As resources become available and as we grow, strategies will change.
- Q: I care about international students and receive many emails from prospective international students. They want to come here, but the ESL is a concern. What are we doing?
 - We are resource strapped, but this is a front burner issue.
- Q: Recruitment process, what are we doing and what do you plan to do to improve to improve our outreach for international students? The process is not very friendly.
 - We haven't been actively out to recruit, but international students have been looking at us. We are doing as much as we can strategically with a very small budget. I can share our plan with the faculty senate.
- Q: Over the years there has been a lot of misinformation about this institution and its quality. Will there be a commitment to the advertising and promotion of our school? How to get people to know that we're a good school? A good institution?
 - We have to get things out there. Is there a consistent commitment in advertisement? Yes, there is one. However, I want to see more than an open house. It needs to be more than just a billboard. There should be an integrated marketing plan. That intent is there, but there are limitations. We also need to work on keeping students here. Retention.
- Q: Students are changing, is the university looking a the big picture of adult learning, support for adult learners
 - When doing strategic enrollment planning, you need to look at every segment of the population and see what they need and how to reach them. And we do that.

- Q: Are you going to get more people to be able to go out to more school fairs? They want to see a school that is diverse (website).
 - A: diversity is definitely something that we can address. Saw it being diverse, but need to make sure that we can do. Being out there being at fairs, that's a good segue, that's why we need help. Our office needs partners that are willing to go out there and do things. We need the people who can give a consistent message, people who are trained, people who are partnered with us.
- Q: Could you talk about plans how to make sure we know that we have seats for incoming freshman and seats for current students?
 - A: We have not had the level of analytics for an institution of this size, but we are changing that with new programs that will be coming on line soon (DegreeWorks).

Dr. Sass ended her talk by explaining that admissions has some of the following goals:

- 750 brand new transfers
- Incoming freshman class of 1400 with a .05 up in GPA

Questions remain: What do we need to be able to accommodate those students? How to we incentivize our students to register sooner?

Finally, she invited faculty to hold her offices responsible, to let them know what they're doing and what they're not doing.

President Faraclas stated that our next big conversation will be graduate enrollments.

President Faraclas thanked Dr. Sass for addressing the Senate and answering questions.

Announcements

- Faculty Art Exhibit opening 4:30-6:30, in Buley Library
- Rally against the BOR contract proposal: "Nightmare on Fitch Street", scheduled for Wednesday Oct 28, 12-2pm patio in front of Buley. Graveyard props are welcome.
- Important to write a brief letter to our legislators. Let them know about concerns about the proposal.
- For anyone with graduate students, next Monday in this room at 2 pm, the Graduate Council is hosting a workshop to learn about the process.

President's Report: the full report is posted at the Senate's website, at:

<http://www.southernct.edu/faculty-staff/faculty-senate/senatepresidentreports/2015-2016.html>. The following items were highlighted:

- Encouraged senators to read David Levine's letter in the *Hartford Courant*.

Standing Committee reports:

Finance: Senator Madonia: no report

Personnel Policy: Senator Shea: no report

Rules: Senator O'Brien reported that the committee is finishing the Chair's document and that they are preparing a resolution about vacancies on All University Committees.

Student Policy: Senator Flynn reported that conversations concerning the Sexual Misconduct Policy continue to take place and that next Wednesday they will meet with a representative of the Student Veterans office.

Technology: Senator Dodson reported that the committee would like to recognize the work of Jeff Dickens. Thanks to him, a final draft of the Faculty Senate Website is almost complete. They are currently drafting a proposal for a faculty fellow that would mentor people who are planning an online course. Finally, they bring the "A Faculty Vision for Academic Technology at SCSU" before the Senate for its endorsement, which, after debate and amendment, was adopted as follows: "The Faculty Senate endorses the document 'A Faculty Vision for Academic Technology at SCSU' and charges the Technology committee to write a resolution to be brought before the Senate at a subsequent meeting."

Senator Eilderts moved to suspend 15 minutes rule. Seconded and motion approved.

Academic Policy: Senator Pettigrew reported that Michael Ben-Avie is considering creating an online student opinion survey. Once online, survey can be customized by departments. Concern was raised among senators about how these types of procedures should be initiated by faculty. Senator Pettigrew explained that a pilot might be taking place, but any substantive changes would have to be approved by the faculty. Registrar has accepted invitation to talk about the grade replacement policy and how to implement it.

Elections: No report

New Business

Senator Garvey moved to endorse "Equity Week Resolution." Motion was seconded and approved.

Special Committee Reports

UCF: UCF Chair, Dr. Keenan reported that on Thursday Oct 22, there would be a discussion about the LEP in order to measure interest in its revision, specifically in the number of credits currently required to complete it.

Meeting adjourned at 2:02pm.

Respectfully submitted,

Senator Luke Eilderts in the absence of

Maria Diamantis, Secretary Faculty Senate