

Approved Minutes of January 27, 2016<http://www.southernct.edu/faculty-staff/faculty-senate/mins/index.html>

The 8th meeting of 2015-2016, was called to order at 12:11 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)	Joe Fields (Mathematics)	Todd Schwendemann (Physics)	Cassi Meyerhoffer (Sociology)
Kenneth McGill (Anthropology)	James William Anthony Fullmer (Earth Science)	Stephen Amerman (History)	Wes O'Brien (Media Studies)	Jon Wharton (Political Science)	Patricia Major (Special Ed/Reading)
Greg Cochenet (Art)	Sanja Grubacic (Econ/Finance)	Jerry Dunklee (Journalism)	Jonathan Irving (Music)	Michael Nizhnikov (Psychology)	Ron Tamura (Special Ed/Reading)
Lisa Barbaro (Athletics)	(Education)	Elsie Okobi (Library Science)	Maria Krol (Nursing)	Katherine Masland (Psychology)	Sheila H. Garvey (Theatre)
Sarah Crawford (Biology)	Peter Madonia (Ed Leadership)	Diane Tomasko (Library Services)	Antoinette Towle (Nursing)	William Faraclas (President)	Jian Wu (World Literature Language)
Adiel Coca (Chemistry)	Joel Dodson (English)	Jeff Dickens (Library Services)	Gene Brady (Part-Time Faculty)	Deborah Flynn (Public Health)	Luke Eilderts (World Literature Language)
Jane McGinn (Communication)	Mike Shea (English)	Mina Park (Management / MIS)	Robin Esposito (Part-Time Faculty)	Michael Dodge (Recreation/Leisure)	
Deborah Weiss (Com Disorders)	Scott Ellis (English)	Greg Robbins (Management/ MIS)	Obiageli Okwuka (Part-Time Faculty)	Scott Graves (Environmental and Marine Studies)	Liz Keenan (UCF)
Taraneh Seyed (Computer Science)	Matt Rothbard (Exercise Science)	Shyam Lodha (Marketing)	Walter Stutzmann (Part-Time Faculty)	Heather Pizzanello (Social Work)	Elizabeth Rhoades (Grad Council)
Michelle Lawler (Counseling)	Robert Gregory (Exercise Science)	Maria Diamantis (Mathematics)	David Pettigrew (Philosophy)	Stephen Monroe Tomczak (Social Work)	Mary Papazian (SCSU President)
Guests: Marlene Cordero (Human Resources)	Tony Rosso (ENG)				

Approval of Minutes: The Senate Meeting Minutes of December 9, 2015 were approved as submitted.

Announcements:

- ❖ Senator Fullmer announced that the first week of February we have a unique opportunity to see 5 bright planets in the early morning sky, at 6:15 am. It will be Mercury, Venus, Saturn, Mars and Jupiter.

- ❖ Senator Pettigrew reminded all senators about the Senate sponsored Forum on Islam, which will be held next Wednesday 2/3 at the AST Ballroom. Some faculty are bringing their classes. All are welcome to attend, bring your students. A great program with good speakers has been created.
- ❖ Senator Pettigrew also reminded all that today, 1/27, is the International Holocaust Remembrance Day.
- ❖ Senator Krol announced that the department of Nursing will be providing a unique opportunity to nursing students with a trip to China on March 17-26, 2016. This is a unique study abroad program and for more information email Dr. Krol or Dr. Towle.
- ❖ Senator Dodson reminded all senators that every first Thursday on February, March and April Drs Dombrowski and Dodson have created a new Scholarship Forum: "First Thursdays". The list of faculty speakers come from an interdisciplinary group of faculty from the Arts, Humanities, and Social Sciences. The event is 25-30 minutes of scholarly lecture or presentation followed with questions and answers. First speaker is Dr. Charles Baraw (ENG) at 4:45 - 6 pm, ASC Theatre.

Guests: President Faraclas thanked our first guest Kate Marsland for coming to update the senate on the Task Force Concerning Outcomes-Based Financing. In addition Senator Shea voiced his gratitude for all of her work on this. Dr. Marsland, who is also a Senate representative from PSY, provided handouts to all senators: (1) State of Connecticut - The Connecticut General Assembly - Membership List (as of 12/16/15); (2) General Assembly Raised Bill No. 6919 - An Act Concerning Outcomes-Based Financing; (3) Background Information for Outcomes-Based Funding Task Force (power point presentation); and (4) Metrics.

The Legislative Task Force Concerning Outcomes-Based Financing in Higher Education was established by statute in January 2015 to "develop a strategic outcomes-based plan for financing higher education that shall be aligned with the goals and benchmarks for higher education recommended by the Planning Commission for Higher Education and adopted by the General Assembly in accordance with section 10a-11b of the general statutes." Specifically, the statute stipulates that the outcomes-based funding component of the plan "consider the following objectives: 1) Rewarding public and independent institutions of higher education for A) increasing the number of degrees awarded to residents of the state, including, but not limited to, degrees awarded in areas with workforce shortages and to students from underrepresented populations, and B) increasing business activity in the state through research; and 2) rewarding public institutions of higher education for improving their productivity, which may be measured in part by a decrease in the cost to students earning a degree.

The Task Force convened in September 2015 and is co-chaired by Representative Roberta Willis and Deputy Secretary of the Office of Policy and Management Susan Weisselberg. The Task Force has 23 members, including seven faculty members representing UCONN and campuses within the CSCU system. President Ojakian serves on the Task Force and has been actively involved.

The work of the Task Force has been guided by Dennis Jones and Ames McGuinness from the National Center for Higher Education Management Systems (NCHEMS).

Meeting agendas, minutes, materials and streaming video are available at

https://www.cga.ct.gov/hed/taskforce.asp?TF=20150716_Task%20Force%20Concerning%20Outcomes-Based%20Financing

The original intent of the Task Force was to complete a report including recommended principles and outcome metrics by January 1, 2016. However, after extensive discussion the Task Force has agreed to continue its work over the coming year and has arrived at a general consensus that issues around base funding equity and stabilization need to be addressed before outcomes-based funding can be implemented. Over the coming year, the Task Force will focus on development of proposed metrics, focusing initially on those related to increasing graduation rates of lower-income students.

Senator Marsland encouraged all Senators to visit the Task Force website and to contact her with questions, suggestions and recommendations regarding general metrics and mission-specific metrics for SCSU. The next meeting of the Task Force will be on March 18th.

President Faraclas thanked Dr. Tony Rosso for coming to address the senate on the work he is compiling, the White Paper on Promotion and Tenure.

Dr. Rosso is the chair of the Academic Freedom subcommittee of the SCSU-AAUP. The President of AAUP, Cindy Stretch, asked the committee to produce a White Paper Report on the current state of the promotion and tenure process at Southern. Below is a full report of his presentation:

The committee was charged to consider the "set of concerns" by faculty and to address the "complexities of the situation" on the SCSU campus, getting "real information about perceptions," especially among junior faculty. The committee is seeking to determine as precisely as possible how expectations—stated or implied—have changed and how they differ from contractual standards for promotion and tenure.

Once these concerns and perceptions are gathered, the committee will come up with suggestions for clarifying the process and making it more transparent and predictable than it is currently.

From an AAUP or faculty perspective, the committee needs to make clear to faculty and administrators that what counts as "excellence" (in CBA and Senate documents) comes from the process itself and not from independent administrative standards.

The first principle of evaluation in the Senate document reads: "The fundamental quality to be considered by all who evaluate a candidate shall be academic excellence, as determined by a process of shared governance".

Excellence is thus a relative quality of evaluation that is interdependent with other judgments, which helps make the inherently subjective character of "excellence" more objective and fair.

One core principle of AAUP reflected in our contract is that the department evaluations—from the DEC and Chair—exert a normative pressure on the levels above, since departments know their members best.

Recent decisions by the administration, particularly at the Provost level, have indicated a shift in expectations on campus that has unsettled many of the faculty, both senior and (especially) junior members. There seems to be more emphasis on distinguishing the various levels of evaluation and giving each more autonomy and independence, particularly at the Provost level.

Provost Bergeron spoke last semester of expecting differences in each level and emphasized that at the Provost level she expected Creative Activity to include "external impact" on the field or clear evidence of "dissemination" of a member's impact on the discipline.

This echoes expectations expressed in grievance from 2012 in which "external peer review" was a requirement for promotion or tenure, a phrase that was denied being used and that was rejected as non-contractual in the grievance decision. "External impact" is not required by the contract.

Also, in a recent meeting with Dean of Arts of Sciences, English DEC members said a similar view was expressed about the importance of difference at each level, with the Dean stating that he felt his role was to develop an evaluation based also on information outside the file.

Finally, at a Chairs Council meeting last semester, there was much consternation expressed about the "sea-change" in expectations among administrators and its negative effect on junior faculty.

Dr. Rosso is asking Senate members for their thoughts on this important issue, especially in a time of instability and low morale at our institution. Although we could wait to see who is hired as the new Provost and the new President, in my view it is important to inform junior faculty and to remind senior faculty of our AAUP-guided principles and to clarify what our values and expectations are as a body, regardless of who occupies those positions.

Senators can email him at Rossog1@southernct.edu with any feedback.

The audience for this paper will be all faculty and most importantly the junior faculty as well as Provost and President, although they are both leaving us. This is an opportunity for faculty to voice our concerns.

President's Report - the report was distributed and the following items were highlighted:

Item 1. President Faraclas expressed his appreciation to Senators O'Brien and Cochenet for capably and productively co-chaired the Rules Committee last semester while Senator Coca was on sabbatical leave. Dr. Coca was welcomed back to the Senate.

Item 2. President Faraclas welcomed the following new Senators: Lisa Barbaro (ATH), Kenneth McGill (ANT), Taraneh Seyed (CSC), Gregory Robbins (MGT/MIS), Kate Marsland (PSY), Cassi Meyerhoffer (SOC), and Julie Gagliardi, Student Government representative.

Item 7. Faculty Senate President's meeting with Interim Provost Ellen Durnin. The Provost was informed of the current work of the Senate and several topics were explored, including Department Guidelines for Faculty Evaluation; Blackboard; the Online Coursework Committee; the School Health Education program; anxieties about promotion and tenure, and related campus morale issues, regarding hostile events and carrying on instruction during extended closures; and the progress of the Workload Realignment Working Group. On the latter, conversations are continuing, models are being reviewed and recommendations are being developed to create an equitable approach across programs. The Senate is eager to meet with the Interim Provost soon.

Item 8. The Senate is committed to offer a workshop on February 26 for new faculty, thus a call to serve on the committee. Senators David Pettigrew, Deb Weiss, Sonja Grubacic, and Joe Fields volunteered to serve on the committee and plan for the workshop. President Faraclas will join the group to assist.

Item 10. Special Election for CSU Professorship Advisory Committee (PAC) will be called to fill 4 of the remaining open positions out the 9 for the committee. The Senate had approved a resolution, that in such emergency and repeated elections, all restrictions for membership on the committees will be lifted. The call will be going out soon since the committee needs to start their work by the end of February.

Item 11. The senate is organizing the forum on Islam next Wednesday, but since then it has been brought to our attention of other issues of discrimination, such as on Judaism. Thus the following motion from the EC is presented: **to conduct a two-hour forum on Judaism in the spirit of our *Statement on Religious Diversity, Human Rights and Social Justice* and in response to anti-Semitic incidents on campus and in the wider community (date and organizing committee to be determined in consultation with the EC).**

Discussion occurred with senators expressing favorably to the forum. There was a call to close debate. Since there was no objection to close debate, there was a call to approve the motion. Motion was approved unanimously.

President Faraclas mentioned that this is his last semester as Senate President, thus, please talk and share discussions as the Senate will be searching for a new Senate President.

Standing Committees Updates:

Technology - Senator Stutzman reported the following highlights/concerns:

- The 2015 classroom upgrades are scheduled for technology upgrade completion between May 18-June 1, 2016
- The 2016 classroom upgrades"
 - Nine rooms: 6 EN A wing (105, 107, 113, 115, 117) EN C 008, EN C 010, and JE 114.
 - EN A 120 and EN C 112 the AV will be upgraded only in August 2016
 - Nick Valsamis conducted an initial survey and there were 100/400 respondents only.
 - The classroom arrangement will be discussed for lecture style and for collaborative (groups of 4 desks) work as well as 1 seminar.
 - There is a need for larger whiteboard space, the screens to be in a corner, and wireless projection is desirable but must accommodate both PC and MAC.
 - Within two weeks Mr. Valsamis will send out the draft drawings, please respond with your suggestions/comments.
- There will be a meeting with CIO Rob Rennie and his directors on February 1. Here are some areas of concerns/questions for discussion:
 - Binod Pokhrel has left and his staff is reporting to Trever Broliar in IT. The question is what is the status of the Director of Academic Technology position?
 - The Blackboard issue is coming from the BOR administration and the last-minute situations require reactive management. Could it be replaced?
 - There is a concern of the 24/7 lack of technical support for online learning with 2 online Masters program and an additional under way for development.
 - DegreeWorks: there is a deployment schedule and training plans under way.
 - EAB/SSC upgrade and TargetX - what aspects of the University's mission are being addressed by each of these packages? Is there overlap in functionality and deployment schedules?
 - Banner: finally it seems that there will be student photos in class rosters and wondering what other functionality is planned.
 - Sailpoint (Single Sign On for Office 365, Banner) and Blackboard will be when?
 - There is a great need for Open-Source software in the classrooms.

The Student Representative, Ms. Gagliardi suggested that student input is sought out on IT and classroom issues.

Three other concerns were raised:

- (a) the current student desk/chairs are bigger in size, thus, making it harder to fit the same number of students as before. Safety issues.
- (b) Issues/concerns with changing the password every three months.
- (c) Dr. Keenan (UCF representative) mentioned that TK 20 might be a choice for assessment instead of replacing existing without faculty input.

Elections - Senator Rothbard: no report

Finance - Senator Madonia reported that the unencumbered AAUP Travel Funds for FT \$238,866; the PT unencumbered funds \$48,720 and the Creative Activity Account \$2,128.

Renee Knight hasn't provided any information on how many faculty have travelled so far or have encumbered funds. Last year's carry over was \$48,000.

Senator Pettigrew reported that Dr. Bergeron's report to BOR includes all of that information on number of faculty that travelled the last couple years.

Academic Policy - Senator Pettigrew reported that the Senate should continue our work on all fronts and since there will be new Provost and President, we craft resolutions or write policies as needed, on travel funds, creative activity funds, class sizes, and others.

Personnel Policy - Senator Shea reported that the committee is working on the DEC document and the Administration's evaluation document.

Rules - Senator O'Brien reported that the Senate By-laws and Constitution are being reviewed.

Student policy - Senator Weiss : no report

Suggestion to the Executive committee (comprised of all committee chairs) that the Senate creates a "schedule" of when the resolutions/proposals will come to Senate floor for approvals for the rest of the semester.

Other business

Senator Pettigrew suggested that the LEPC is invited to the Senate to address the Senate the administration's request to decrease the number of LEP credits. Can the LEPC come before the end of the proposal?

Special Committees:

UCF - no report

Grad Council - NEASC five year report is due, we are looking for input from all areas.

Respectfully submitted,

Maria Diamantis
Faculty Senate Secretary