

President's Report to the Faculty Senate – February 18, 2015

1. Dr. Kevin Colwell (PSY) and Dr. Elizabeth Kalbfleisch (ENG) have been appointed to represent the faculty on the Food Service Selection Committee, which will select the next food-service vendor.
2. The call for nominations has gone out for the 2015 Robert E. Jirsa Service Award. The selection committee is chaired by Dr. Kalu Ogbaa (ENG).
3. Resulting from conversations with the Provost, a "Faculty Wall of Fame" has been added to the Faculty Development page on the University website. It lists recipients of the *J. Philip Smith Award for Outstanding Teaching*, the *Technological Teacher of the Year Award*, and the *Outstanding Academic Advisor Award*. It has been requested that the *Faculty Scholar Award*, the *Robert E. Jirsa Service Award*, and the *CSU Professorship* awardees be added to the "wall" to make it complete. We also have discussed creating a physical "Faculty Wall of Fame" in the new Hilton C. Buley Library.
4. In recent years, monthly breakfast meetings that historically had taken place between the University President and Faculty Senate Executive Committee were not held. Beginning immediately, breakfast meetings will resume between the Provost and EC. Dates for Spring 2015: March 3 and April 7.
5. !! Faculty Dialogue: *Defining "Teacher-Scholar": Exploring Faculty Workload and Life Balance*, co-sponsored with the Office of the Provost. March 26, 2015, 12:30-2:00 PM. Urge broad participation.
6. Meeting on "mandatory reporting" issues with Provost Bergeron is being rescheduled.
7. Transform 2020 update:
 - a. SCSU, CCSU and ECSU Senates now have endorsed the "values and assumptions" and "initiatives" documents. WCSU votes this afternoon; the community colleges are considering them next.
 - b. A new Steering Committee is being formed. The CSUs and CCs have been asked to nominate representatives, with final choices selected by Pres. Gray. Although requested, information has not been provided about the size and composition of the committee, nor the number of faculty representatives to be appointed. The Senate needs to decide how to name Southern's nominee.
 - c. CSU Professors from the four campuses will meet with CSCU Provost Estella Lopez tomorrow.
8. An April 2 luncheon meeting, *Shared Governance, Balancing Expectations, Becoming Engaged: A Conversation with Newly Hired Faculty*, is being planned for faculty members hired in the past three years to introduce themes of faculty participation. Co-Chairs Dr. Veronica Gill and Dr. Leon Yacher and committee member Dr. Amal Abdel Raouf are planning an excellent program.
9. The FS Executive Committee will meet with the Provost's Council on April 1.
10. The periodic Faculty Survey of Administrative Effectiveness will be distributed electronically and completed before Spring Break.
11. SB 861 – *An Act Concerning Criminal History Records Checks and Discipline of Faculty Members of Institutions of Higher Education*: This bill has serious implications for our promotion and tenure process and if you are concerned, you should call or write State legislators and urge your colleagues to do the same. (Talking points on back of this page.)

Remaining Spring 15 Meetings: March 4, 25, April 8, 22, and 29 (if needed)

Status of AY 15 Faculty Senate Resolutions					
Number	Date	Resolution to/on/for...	For	Disposition	Pres.' Comments (abbrev.)
F-14-01	9-24-14	Grade Appeal Procedures	Approval	Noted	Noted. Will be considered in conj. with new grade appeal process, when drafted
F-14-02	10-20-14	Sabbatical Leave Document Technical Fixes	Approval	Pending	
F-14-03	10-30-14	Hiring of Dean of School of Graduate Studies Without a National, Affirmative Action Search	Information	NA	
F-14-01R	10-30-01	Grade Appeal Procedures	Approval	Pending	
F-14-04	12-10-14	2015-2025 Strategic Plan Goals and Objectives	Information	Noted	Resolution is premature and attempts to pre-empt strategic planning process. Should be re-directed to Strategic Planning Committee.
F-14-05	12-10-14	Location of School of Health and Human Services Building on SCSU Campus	Approval	Disapproved	Resolution is factually incorrect and attempts to pre-empt the Master Facility Planning process.
S-15-06	2-4-15	TA Allocation for the Remaining Academic Year 2014-2015	Approval	Pending	

Talking Points for SB 861

SB 861 – An Act Concerning Criminal History Records Checks and Discipline of Faculty Members of Institutions of Higher Education would allow an “institution of higher education or the constituent unit that has jurisdiction over such institution of higher education to (1) require a faculty member to submit, at any time prior to promotion, to a state and national criminal history records check conducted in accordance with section 29-17a of the general statutes, and (2) discipline a faculty member for any criminal conduct on the part of the faculty member while employed by such institution of higher education by means including, but not limited to, termination of employment.” This is a governance issue because of the effect on promotion and tenure, apparently in reaction to one case at a sister institution.

Oral and written communications with legislators could explain that the bill would:

- Create a unique level of involvement by the legislature in a collective bargaining process by mandating specific language in CBA’s of institutions of higher education.
- Substitute legislation for negotiations that should take place at the bargaining table if management or employee unions have concerns regarding existing practices.
- Combine policies for discipline and the promotion and tenure process, which should be kept separate. (P&T requires expert review by uniquely qualified individuals, who can fairly evaluate teaching, research, service and professional activities of faculty members. Present practice involves faculty peers, department chairs, academic deans, campus provosts or presidents and the BOR.)
- Complicate existing provisions of the CBA that already allow the University to take appropriate disciplinary action against faculty members who, as a result of any criminal activity or conviction, become unable or unfit to perform their jobs adequately.
- Single out University faculty, which would be an unfair distinction.
- Present a potential conflict with Title VII of the Civil Rights Act of 1964. (The EEOC has ruled repeatedly that a conviction-based disqualification for employment must be shown to be a “business necessity.”) Because courts punish criminal behavior, mandated employer sanctions that are not responding to “business necessity” would constitute a form of double jeopardy, which is counter to American justice practices.

Faculty Senate Themes. ■ Promote and support the strategic vision of the University. ■ Build a stronger working relationship with administration, grounded in the principles of shared governance. ■ Advocate the support of University leadership for increased opportunities and fiscal resources for faculty scholarship and research. ■ Work to ensure the academic integrity of the Institution in supporting academic excellence and advancing the success of our students. ■ Honor the commitment and enthusiasm of the faculty through a strengthened sense of community.