Regular Meeting of the State of CT
Faculty Advisory Committee to the Board of Regents for Higher Education
Minutes
October 13, 2023

Present:

Aime, Lois, Admin Fac, At-Large Rep, NCC

Andersen, Jonathan, Fac, alternate, QVCC

Blaszczynski, Andre, Fac, alternate, TXCC

Blitz, David, Fac, Vice-Chair, CCSU

Bonjo, Laurie, Admin Fac, alternate, SCSU

Cunningham, Brendan, Fac, ECSU

Dunne, Matthew, Fac, HCC

Goh, Bryan, Fac, alternate, MXCC

Jackson, Mark, Fac, alternate, CCSU

Long, Jennifer, Fac, alternate, TRCC

Muldoon, Linsey, Fac, alternate, MCC

Rajczewski, MaryBeth, Fac, ACC

Sesanker, Colena, Fac, Chair, GWCC

Shea, Michael, Fac, SCSU

Stoloff, David, Fac, alternate, ECSU

Trieu, Vu, SUOAF, alternate, CSU

Whittemore, Rob, Fac, WCSU

Wilder, Linda, Admin Fac, COSC

Absent:

Emanuel, Michael, Fac, alternate, NWCCC

Farquharson, Patrice, Fac, COSC

Lumbantobing, Rotua, Fac, alternate, WCSU

Palkie, Brooke, Admin FAC, COSC

Robinson, Dyan, SUOAF, CSU

Yiamouyiannis, Carmen, Fac, alternate CCC

Meeting called to order at 1:09 pm by Chair Sesanker. Meeting is being recorded as required.

- Approval of FAC minutes for 9-15-23 meeting: motion by Andre Blaszczynski; seconded – approved unanimously
- Approval of Agenda – Motion by Andre Blaszczynski; seconded – approved unanimously
- Report of Vice-Chair –
    - BOR Finance Ctte. meeting, 10/13 – one agenda item – to approve extending discounted tuition rates for all out-of-state students, including international students, which was approved unanimously
    - David brought up issue of having one resolution with four different and distinct items: remediation measures; comprehensive program and student support review; issue of system study; approval of spending plans of FY24. In addition, there is no true copy of this resolution available for review
    - Interim CFO Blanchard gave brief presentation on meetings with legislators, OPM on budget issues
    - Concern was voiced on the use of numbers for projection purposes that are no longer accurate, however, there was pushback stating that there was a need to continue to use those numbers for continuity
    - Frustration level continues to grow
    - FAC Respect Resolution (see below) – motion to approve made by David Blitz; seconded – approved unanimously. This will be sent to BOR ASA Ctte., BOR Finance Ctte., and the full BOR Ctte.
- Report of Chair –
    - APP (Academic Program Plan) resolution has been passed by all four universities now
    - APP has now been introduced to the community college via email on 10/02
    - Gateway passed a resolution on APP before it was officially announced at college (see below)
- Institution Updates –
    - WCSU –
        - Will send copy of what WCSU is doing re APP.
        - Re budget – needs to show attempt at combine/realign departments, rethinking minors
            - Provost to present report to senate week of 10/16
            - Provost will not talk about how this will add up to $12M in her BOR report
    - QVCC – Cultural Programming budget has been cut from $11.5K to $1K (over 90% cut) with no notice
        - Understand this is happening at all campuses
        - Now there is a total of $12K for CT State for "cultural" programming and it has all been moved under CT State DEI
            - Programs must be proposed ahead of time through local appointed DEI representative which gets forwarded to CT State DEI and the proposal *must* show that the program will include at least one other campus

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- This appears to be sending a message about the importance of DEI in CT State in addition to encroaching on campus independence which we have been told would still exist at some level
- In addition, requiring that at least one other campus is involved will pose a hardship on our students – where would event be held? How would students from one campus get to another? Why should this be required?
- It actually pits campuses against one another, as all campuses fight for this small pot of money
- All cultural programming is not DEI – why should all of this be under DEI?
  - o HCC –
    - ▪ A Men's Center and a Women's Center has been merged into a DEI Center which has changed their mission and their activities
    - ▪ Cuts to EAs in Library cut hours, with union intervention a full EA was hired for the library
  - o CCSU –
    - ▪ Leadership wants most up-to-date numbers to be used to calculate the budget, which is not happening now
    - ▪ Admin faculty and leadership are concerned about demands coming from System Office – timing and content
  - o ACC –
    - ▪ No evening library hours
    - ▪ No IT services in the evening
  - o ECSU –
    - ▪ Senate created sub-committee to deal with APP. Had a first meeting that was not very productive
    - ▪ Concerns about how search is being handled for next president. It will be a confidential search, only those on the committee will no the names of candidates, and there will be no campus visits by the candidates; no members of college were on the search committee initially however since senate passed resolution on this, there are now two college members on the search – senate president and VP for Equity & Inclusion.
      - • It appears it is against BOR policy to not have candidates come on campus.
  - o If CT State is really one college why don't all students have equal access to all support/wrap-around services?
- CPoS (Course Program of Study) Resolution –
  - o See resolution below (including amendments)
  - o Motion to approve by David Blitz; seconded – approved unanimously
- Study commission update –
  - o Nothing to report at this time; will try to complete report by the 11/17 joint FAC/BOR meeting
- Plan for FAC-BOR Joint Meeting –
  - o Agenda items:
    - ▪ Unclear about timing of receipt of mitigation plans
      - • Thought was that we might be contributing to conversation on this topic
    - ▪ Challenges regarding CT State opening should be on agenda
    - ▪ Budget
    - ▪ Questions re quorum & voting for FAC members on BOR

Meeting adjourned at 3:35 pm
Next Regular Meeting: November 17, 2023
Submitted by FAC Secretary, Lois Aimé

Gateway Faculty Caucus Resolution on CSCU Academic Planning

WHEREAS Chancellor Cheng pledged transparency and respect for shared governance from himself and the system office;

WHEREAS Chancellor Cheng notified the system on June 28, 2023 that the system office would "develop and administer procedures for all CSCU institutions to undertake a system review of academic offerings..." pursuant to a BOR Resolution dated that same day;

WHEREAS this decision was made over the middle of the summer, when faculty, who are in charge of curriculum, were off-contract and given little notice or opportunity to respond publicly to the resolution;

WHEREAS the FAC and institutional shared governing bodies, including Senates, have not yet received a draft program review form to be considered and revised;

WHEREAS Chancellor Cheng on 8/23/23 in a meeting of the Finance and Infrastructure Committee stated that the data needed for the academic planning and assessment had already been gathered, unbeknownst to elected union leaders, senate presidents, and FAC representatives;

WHEREAS faculty at all four CSUs have now been notified that they are ordered to assess EVERY academic program at their institutions, a process which normally takes one year for one major;

WHEREAS faculty at CTState have received no such directive to date (9/28/2023) but are aware of the system-level initiative and the accelerated timeline

WHEREAS programs at CTState have only existed since July 2023, and there is therefore, no available data that would allow for a true and accurate evaluation of any of these programs;

WHEREAS faculty have the subject expertise needed to properly design the metrics and assessment tools to evaluate their academic programs;

WHEREAS faculty also understand the urgency in the academic realignment process in order to meet budgetary shortfalls;

WHEREAS faculty should be actively be involved in every step of the academic planning process;

BE IT RESOLVED that the Gateway Faculty Caucus calls on the CSCU System Office to fulfill its pledge and make its intentions and process transparent around academic planning, so it can be reviewed, discussed, and debated by all stakeholders- including students, faculty, and staff- in a democratic process and so each program review is aligned with the missions of each institution;

BE IT RESOLVED that, in the interest of shared governance, all currently collected data and reports (completed or in progress) regarding the academic planning process be given to the campus senates so faculty can participate and properly evaluate the validity of the proposed metrics and results;

BE IT RESOLVED that, in the interest of shared governance, the currently proposed timeline by the system office be removed and redesigned in consultation with the campus senates.

FAC Resolution on Respect

- *1/ Respect the distinct missions of the colleges and universities*: The Board is required to provide an annual report to the legislature, which is not currently being done, to indicate how this proviso of Sec. 10a-1c is being fulfilled. In the rush to implement Students First, the Board has neglected this statutory requirement, and has unduly focused on personnel and budgetary rearrangements at the college level.

- *2/ Respect the autonomy and integrity of the constituent institutions*: The CSCU system is a system of six institutions: the four CSU universities, Charter Oak state college, and the now consolidated CT Community College. Each of these constituent units are capable of providing degrees to students. We recommend the system of systems or federated approach which combines respect for the autonomy and integrity of the constituent units with coordination and leadership from the central administration. Policy should be based on consultation and consent of the constituent colleges and universities; command and control due to over-centralisation must be abandoned

- *3/ Respect shared governance*: This implies a willingness to fully take into account the expertise of faculty and staff, and to focus on mutual agreement rather than imposed resolutions to make needed changes in the system. The history of Students First has been one of management assertion rather than collegial cooperation, to the detriment of the educational experience of students, and career satisfaction of faculty, staff and administrators.

- *4/ Respect faculty control of curriculum and pedagogy*: While administration has control of matters such as budget and senior personnel, faculty must, by dint of their expertise, control curriculum and pedagogy - subject to final approval and funding by administration. Imposing course such as CS-101 or the forced "alignment" of diverse programs for the sake of uniformity destroys the very foundation upon which the CSCU constituent units are based – the classroom, laboratory, seminar and other experiences to which students participate and which faculty prepare and lead.

- *5/ Respect the relation between the System Office (CSCU leadership and staff), the Board, and the constituent units*. Currently the relationship is to a large extent one of the CSCU executive deciding on a policy and its System Office staff preparing a resolution with accompanying report that is submitted for approval by the Board and imposed on the constituent units (eg the Feb. 2020 financial recission resolution and the recent June 2022 budget remediation and academic program review/planning resolution). This top-down process needs to be reversed, especially on issues related to curriculum and other matters covered by local autonomy, and the System Office staff limited to technical assistance upon request.

- *6/ Respect the role of the Faculty Advisory Committee*. To properly "advise and assist" the Board, as required by section 185 of CT statutes creating both the BOR and the FAC, the following should be implemented, in addition to (a) the biannual joint BOR/FAC meetings now established after FAC request: (b) a regular FAC agenda item at BOR meetings so that FAC leaders can clearly enunciate concerns and proposals; (c) count the FAC chair and vice-chair for quorum and votes at committee meetings (eg: ASA and Finance/Infrastruture) so they can amend and improve resolutions to be presented to the Board even if they do not have a vote at Board meetings. This will significantly improve communication and consultation, upon which basis alone cooperation and trust can be built.

Approved unanimously by the FAC, Friday, Oct. 13, 2023

Faculty Advisory Committee to the BOR: Resolution on CPOS

Whereas the interpretation of dept of education CPOS ruling [34 CFR 668.2(b)] and BOR policy [17-043] is significantly more restrictive than necessary at CTState[1]

Whereas the implementation of CPOS has had consequences for both student enrollment options and for overall enrollment (and therefore financial) prospects of CTState Community College that go beyond mere compliance with these Federal Financial Aid and BOR guidelines

Whereas the implementation of CPOS has therefore functioned as an unvetted and restrictive policy on CTState students

Whereas this unvetted policy impacts student access to federal financial aid to which they are entitled

Whereas it is known that the tool's information sources do not accurately reflect many students' program requirements

Whereas students at CTState have been seriously disadvantaged by this policy, and certainly disadvantaged relative to other CSCU institutions

Whereas CPOS penalizes students who take free electives

Resolved:

-that FAC calls on the BOR ASA committee to assemble a joint FAC-ASA working group to document and evaluate the actual consequences of CPOS implementation for students at CTState

-That such committee be composed of members from both colleges and universities to compare actual effects with past practice, with other CSCU institutions, and with the requirements of FA law.

 -That to the extent that CPOS implementation has had unintended consequences, those consequences will be identified and resolved prior to the beginning of the Spring 2024 term.

 -That any consequences not strictly implied by FA law and BOR policy and are not aligned with other CSCU institutions, must be halted until and unless they are established as policy through appropriate governance processes.

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[1] For information and relevant policies, see here:
https://docs.google.com/document/d/1rfVP7QyDNzoleqvXxAgrpC9Pr0T2Oc9h/edit?usp=sharing&ouid=102561426315783286811&rtpof=true&sd=true