

**Regular Meeting of the State of CT**  
**Faculty Advisory Committee to the Board of Regents for Higher Education**  
**Minutes**  
**May 10, 2024**  
**Present**

Aimé, Lois, Admin Fac, NCC  
Andersen, Jonathan, Fac, QVCC  
Blaszczynski, André, Fac, TXCC  
Carter, Catherine, Admin Fac, MCC  
Chadic, James, Fac, ACC  
Collins, Mary, Fac, alternate, CCSU  
Cunningham, Brendan, Fac, ECSU  
Farquharson, Patrice, Fac, COSC  
Goh, Bryan, Fac, MXCC  
Jackson, Mark, Fac, CCSU

Jagtiani, John, Fac, NWCCC  
Keaney, Matthew, Fac, HCC  
Long, Jennifer, Fac, TRCC  
Nolan, Michael, Fac, WCSU  
Palkie, Brooke, Admin Fac, alternate, COSC  
Sesanker, Colena, Fac, GWCC  
Shea, Michael, Fac, SCSU  
Stoloff, David, Fac, alternate, ECSU  
Trieu, Vu, SUOAF, alternate, CSU  
Zorn, Sarah, Fac, CCC

**Absent:**

Bonjo, Laurie, Admin Fac, alternate, SCSU  
James, Cynthia, Admin Fac, COSC  
Keiser, Brian, Admin Fac, TRCC

Robinson, Dyan, SUOAF, CSU  
Wilder, Linda, Admin Fac, COSC

Meeting called to order at 1:05 pm by B. Cunningham. Meeting is being recorded as required.

- Approval of Agenda with Item #6 removed due to scheduling conflicts – Motion by André Blaszczynski; seconded – approved unanimously
- Approval of 4/19/24 Minutes – Motion by André Blaszczynski; seconded – approved unanimously
- Chair Report –
  - General Assembly and Governor decided to reverse CSCU cuts and give us total of \$80M, most of which comes from left over ARPA funds. What happens with this funding? Where will funds be allocated? Still unknown at this point.
  - May be additional funding at end of year of about \$20M but it is still unclear how/if that will happen
  - The OPM Director will now be an ex-officio member of the BOR
  - Questions about how the 5% tuition increase has been and will be addressed within the context of the additional funding from the state. It appears the tuition increase is, at least in part, paying for the wage increase received by the CSCU faculty and staff, which should not be the case. The state, not the students, should cover the costs of any wage increases for employees.
- Vice-Chair Report –
  - 4Cs Union had email campaign to legislature to lobby for increased funding, along with many other actions.
  - ASA meeting – WCSU gave a NECHE update; promotions, tenure, sabbaticals were noted; report on enrollment projections vs. actual enrollments
- FAC made aware of Manchester student complaint regarding an interaction with Pres. Maduko
- Norwalk No Confidence Resolution – speaks for itself; wanted to make sure everyone was aware of the resolution. Some points of note:
  - It appears that in many respects CSCU/CSCC not complying with the statute in that the unique identities of the campuses should be retained within the consolidated college.
  - Norwalk has deep concerns about how curricular decisions are being made within the ill-conceived governance structure that has been created, along with many other issues that keep getting worse within this consolidation.

**Regular Meeting of the State of CT**  
**Faculty Advisory Committee to the Board of Regents for Higher Education**  
**Minutes**  
**May 10, 2024**

- The governance structure for CSCC is secretive, convoluted, cumbersome, and not particularly representative, as noted in the resolution.
- FAC Resolution on Peaceful Protest to BOR
  - What is purpose of this resolution?
    - Reinforce certain approaches to peaceful demonstrations
  - What is exact definition of “peaceful.” One person’s definition might be very different from another person’s definition – this needs to be more specifically defined
  - Whether we can come up with specific definition of “peaceful” should not stop this since the definition might be philosophical on many levels
  - Resolution is a bit fuzzy at this point and that might be a problem
  - Resolution is deferred to next meeting
- Joint BOR – FAC meeting on June 14
  - Possible discussion on curriculum issues
- FAC will be able to have someone join BOR Technology Committee (as ex-officio, non-voting)
  - Must be an FAC representative
  - What would FAC rep do on this committee?
    - Need an FAC member who is informed about what is going on in this committee to report back as needed so FAC can be more aware of decisions made there
    - Non-voting member who would not be able to join committee in executive sessions

Meeting adjourned at 2:48 pm

**Next Regular Meeting: June 14, 2024**

Submitted by FAC Secretary, Lois D. Aimé

**Norwalk Senate**  
No Confidence Vote

As an institution, Norwalk Community College's most important asset was its individual and independent accreditation. It allowed our faculty and staff to make local decisions that responded to the specific needs of our students and our community. The consolidation of the community colleges into one dysfunctional institution not only took away our accreditation, it also took away our ability to make decisions beneficial to our students and our community. The fact that decisions are being made at a distance, in a top-down process, by bureaucrats who neither understand nor have direct knowledge of the needs of our community and of our students is a counter intuitive approach to making complex decisions that would best serve our students, and has led to the current dysfunction we, and our students, face daily.

Chancellor Cheng and President Maduko have allowed the following to occur on their watch. They both own this and the many issues it has created (and the Board of Regents has rubber-stamped all of it).

Below are a few examples of the negative impact of these decisions on our students, ourselves, and our communities.

- ✓ Shared governance and curriculum concern: the program proposal for "Graphic Design: Professional Studies" is a program that was developed at Norwalk Community College in 2007. Put forward as a legacy program in spring 2023, it did not pass the Statewide Discipline Council (SDC), even though Norwalk wanted to retain it. Now it must be put forward as a new program since legacy programs no longer exist. Reason it was put forward: Our Advisory Committees and discipline professionals agree with our belief that this program is more directed in its educational approach and will better serve our students and our communities. This is now a long, drawn-out process that will take months, if not years, to finalize, if, and only if, we can get everyone involved in the process to understand why this should be reinstated at Norwalk as it winds its way through this governance maze.
- ✓ Academic concern: Program Coordinators, faculty and staff who work in programs that admit students on a selective basis, were no longer allowed to be part of the selective admission process. It was co-opted by New Britain Administrators. A process was adopted that did not consider intended, or unintended, consequences and it all but destroyed these programs. Arbitrary application deadlines were created, inaccurate information was published, or nothing at all was published, regarding application processes and deadlines, students were not accepted who should have been accepted, and students were not given proper time to apply, or proper information and guidance on the application process.
- ✓ Finances: The data we have are not specific enough to allow for a determination of a final cost for the consolidation, but they do provide substantial evidence that the consolidation cost the state of Connecticut many tens of millions of dollars. Thus, the current fiscal crisis in the CSCU system can largely be attributed to the decision made to consolidate the twelve community colleges, and the poorly thought-out process.
- ✓ Building maintenance concerns: 1) the west campus B-wing has serious water damage issues that were to be addressed seven years ago but have yet to be remediated. This has left local maintenance staff with no option but to try and repair what is no longer repairable, while students, faculty, and staff who must use space in that area are confronted with mold and mildew issues along with the threat of water coming into contact with electric fixtures. 2) There is a toilet in the women's bathroom in the west campus lobby that was out-of-order for two weeks before being fixed, and although numerous complaints have been made, the sink water is still ice cold.

---

Whereas the consolidation of "back-office" functions in the CSCU (CT State Colleges & Universities) system such as IT and Human Resources has led to chaos and confusion in both areas. IT issues that had been addressed and remediated within minutes previously, whether classroom hardware/software issues, password re-sets, and everything in between, now take hours or days to resolve, and sometimes longer. Human Resource questions go unanswered or inaccurately answered, contracts are, very often, not issued in a timely manner, accurate paychecks cannot be depended upon, and more;

Whereas the CSCU system and CSCC (CT State Community College) continue to hire administrators and consultants at the expense of necessary campus services that directly support student needs, such as tutoring, IT infrastructure upgrades, very serious building maintenance concerns (the B wing on the Norwalk west campus is a health hazard for those who have to attend classes there and those who have offices there), limited library hours, reduced library staff, reduced faculty and staff in general, etc. while tuition continues to increase, as we head toward a fiscal cliff that the colleges and universities are being told will be mitigated on their backs;

**Norwalk Senate**  
No Confidence Vote

Whereas the shared governance process that has been implemented is convoluted, cumbersome, has no intelligible structure, and there is an inherent lack of transparency in how it functions. Members vote as they choose without requesting input from those they represent, therefore, the senate represents no one but its own members. It is all but impossible for any of these bodies to be able to function and accomplish anything of value to students and/or faculty/staff. In fact, it has had, and will continue to have, a negative impact on the ability to function at all;

Whereas the “academic schools” created as part of this plan have shown they are incapable of functioning in any way that would allow for any decision-making process that might promote a serious and strong curriculum that would benefit our students and reflect appropriate faculty representation and participation, and student support;

Whereas academic malfeasance now permeates this system. Students in legacy programs are still trying to figure out how many credits they have lost when our commitment to “do no harm” should have ensured they would not lose any; the fall 2023 schedule was not user-friendly in any way when it was released and the spring 2024 schedule is just as bad; navigating the schedule is confusing and not intuitive; decisions about the construction of the schedule, the release of the schedule, etc. are being made at a distance by individuals who know nothing of the students, faculty, and staff of the schools they are dealing with; the fall finals schedule, developed in New Britain, had multiple courses with the final on the same day and time, rooms were assigned that were inappropriate for the course (example: art class finals scheduled in science labs); the catalog is not accurate and, therefore, neither is Banner nor Degree Works. And the response is either no response, or excuses;

Whereas the processes adopted for curriculum reform have not built academic excellence into programs, but have instead resulted in programs that meet the "lowest common denominator" for a variety of reasons, while campuses that created programs to meet the needs of their students and their communities, both in workforce related areas and in academic areas, are no longer able to meet the specific needs of their constituent populations;

Whereas as part of the mitigation plan it was stated that an “Academic Program Plan” will be initiated and completed over a short time period, to assess, primarily, cost analysis, and secondarily, effectiveness, relevance, and alignment of academic programs. These programs have only been in existence since the fall 2023 semester, therefore there is no available data that would allow for a true and accurate evaluation of these programs in any of these areas;

Whereas the current, draconian interpretation of the Dept. of Education Program of Study ruling, and the fact that CPOS (Course Program of Study) information, as an add-on software to DegreeWorks, has not been programmed by CT State staff in New Britain to address the very varied needs of both new and returning students and, therefore, has created serious problems for our students, especially our legacy degree students, ESL students, and students requiring pre-requisite courses that are not in their programs, as they attempt to navigate the system and apply for and receive the financial aid they should be eligible for, but are not receiving. This system continues to bill itself as one that is built on diversity, equity, and inclusion, when, in truth, it is not;

Whereas "Students First" has plunged the community college system into years of uncertainty and chaos that continue to have negative impacts on our students and our community while damaging the reputation of our school;

Whereas the CSCU System Office and the CSCC New Britain office continue to mandate that decisions that used to be made locally by those familiar with the specific concerns at play on issues such as student needs, curriculum, scheduling, personnel needs, IT needs, and other matters, now be made from a distance by those who have no familiarity with the campus, the students, the faculty and staff and the community being served, which has led to chaos and dysfunction as errors in these decisions are compounded by errors in implementation at all levels;

Whereas the continued creation of policies that are introduced with no apparent review of intended, much less unintended, consequences, and remove the decision-making process from faculty and staff, place more and more barriers in front of our students and in front of our faculty and staff, as students, faculty, and staff attempt to work their way through these barriers, and the faculty and staff attempt to help students work through them, such as new and

**Norwalk Senate**  
No Confidence Vote

more complex policies on course withdrawals, financial aid, course substitutions, Incomplete grade processes, program requirements, cost analysis guidelines, and much more; and

Whereas there is a total lack of transparency with internal and external stakeholders by CSCU and CSCC as evidenced by countless claims and lawsuits citing abuses of power, mismanagement of taxpayer money, misuse of COVID relief money, acts of retaliation, discrimination, and an intentional creation of a work environment that is based on intimidation to silence faculty, staff, and administrators who might raise concerns. As such, the current conduct of this administration is a direct violation of our mission and values, now, therefore, be it

*Resolved*, that the Norwalk Senate, as the representative body for faculty and staff of Norwalk, votes No Confidence in CSCU Chancellor Terrence Cheng, CSCC President John Maduko, and CSCC as an entity.

We, as a system of higher education, in partnership with legislators and local politicians, must ensure accountability by removing individuals who do not adhere to ethical standards. A lack of action in the face of malfeasant behavior is complacency, if not approval, and this system of higher education will no longer continue to allow it.

Approved: 3/27/24 –