

Faculty Senate Resolution Number _____

To: Joe Bertolino, Ed.D., President, Southern Connecticut State University
From: Deborah Weiss, Ph.D., President, SCSU Faculty Senate

The attached Resolution of the Faculty Senate is entitled:

RESOLUTION Regarding _____

This Resolution was approved by Faculty Senate on: _____

- This Resolution is presented for APPROVAL
 This Resolution is presented for INFORMATION

In accordance with the CSU-AAUP Contract (Article 5.10), "When the Senate makes a written recommendation to the President, the President shall acknowledge and respond to the recommendation in writing within fifteen (15) school days of receiving the Senate's recommendation. "

After considering this resolution, please indicate your action on this form and return it to the President of the Faculty Senate.

Deborah Weiss, Ph.D., President, Faculty Senate Date

cc: Robert S. Prezant, Ph.D., Provost and Vice President for Academic Affairs

ACTION OF THE UNIVERSITY PRESIDENT

Resolution for Approval:

- Resolution APPROVED
 Resolution DISAPPROVED (Provide comments below or attach statement)

Resolution for Information:

- Resolution NOTED (applies to Informational Resolutions only)

Joe Bertolino, Ed.D., President, SCSU

Date

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

**RESOLUTION REGARDING BOARD OF REGENTS' RESOLUTION
FOR REVISED FY 2021 SPENDING PLAN**

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;

Whereas, The SCSU Faculty Senate is the official representative body of the Academic Faculty;

Whereas, The APA¹ Executive Summary, dated 10/1/2020 for fiscal years ending 2016 and 2017, identified 32 areas requiring improvement and violations by the Board of Regents that included unspent allocations, budgetary miscalculations, and non-compliance with the 2017 SEBAC Agreement;

Whereas, Only a small minority of the members of the Board of Regents have experience working in institutions of higher education;

Whereas, The Regents have made virtually no effort to inform themselves about the purposes and functions of the university, the working conditions of its faculty and staff, and the learning conditions of its students by spending significant time on campus with students, faculty, staff, and administrators;

Whereas, Taking the COVID-19 pandemic into consideration, each college, university and the System Office submitted a budget for FY 2021 to the Board of Regents, which duly adopted a FY 2021 spending plan for CSCU on June 18, 2020 based upon these budgets;

Whereas, The System Office and the Board of Regents miscalculated revenue in these budgets, in particular, that of the community colleges by grossly overestimating enrollment numbers which resulted in a reported budget shortfall of \$69 million;

Whereas, The Board of Regents, at its September 17 and October 15, 2020 meetings, stated that "everything is on the table" and tasked the administration to consider alternatives, including measures that have not been taken in the past and measures that "require extensive analysis, negotiation, and restructuring within the organization" to reduce the budget shortfall;

Whereas, The Board of Regents has stated that "everything is on the table," in order to justify 'placing on the table' the income of the most vulnerable and poorly-compensated employees, including Graduate and University Assistants and part-time faculty;

Whereas, The Board of Regents has stated that "everything is on the table," in order to justify attempting to 'place on the table' the income of thousands of faculty and staff responsible for

¹ The Auditors of Public Accounts (APA) is a legislative agency of the State of Connecticut with the primary mission to audit state agencies.

teaching and providing services to our students and to try to break the Collective Bargaining Agreement;

Whereas, The Board of Regents has stated that “everything is on the table,” but, has failed to ‘place on the table’ reducing the salaries of administrators in the System Office and throughout the system who are the most highly-compensated employees, an action that *would not require* “extensive analysis, negotiation, and restructuring within the organization;”

Whereas, The Board of Regents has stated that “everything is on the table,” however, has also stated that it will not ‘place on the table’ the exorbitant costs associated with One College and its top-heavy administrative structure, including the additional planned hiring of over \$10 million worth of managers;

Whereas, The Board of Regents has stated that “everything is on the table,” and has implemented a hiring freeze and a comprehensive effort to “review and identify savings in areas including staffing, academic programming, shared administrative services and collective bargaining;” yet is proceeding with a search to hire a CSCU President, an expensive position, and will not ‘place on the table’ the System Office’s bloated staffing and administrative costs, an action that would not require “extensive analysis, negotiation, and restructuring within the organization;”

Whereas, The Board of Regents has stated that “everything is on the table,” however, has failed to ‘place on the table’ the System Office reserves of \$22.42 million that could be utilized to cover revenue shortfalls;

Whereas, The Board of Regents has stated that “everything is on the table,” but has stated that SCSU, CCSU, and ECSU should contribute \$1.2 million each from their reserves to make up for WCSU’s shortfall, failing to ‘place on the table’ the System Office reserves of \$22.42 million that could cover this shortfall;

Whereas, The described proposals by the Board of Regents are harmful to our students, who comprise the largest population of minority and underserved students in the state;

Whereas, The Board of Regents has stated that it will no longer approve new programs unless they are revenue-positive, which puts revenue firmly before any other consideration such as, how a new program would benefit our students and our communities, which contradicts the primary responsibility and purpose of public higher education which is to serve the common good;

Whereas, The described proposals by the Board of Regents would result in a reduced number of academic programs and classes and larger class sizes, and would threaten the integrity of our educational institutions;

Whereas, The described proposals by the BOR are inconsistent with the following CSCU mission: “The Connecticut State Colleges & Universities (CSCU) contribute to the creation of knowledge and the economic growth of the state of Connecticut by providing affordable, innovative, and rigorous programs. Our learning environments transform students and facilitate an ever-increasing number of individuals to achieve their personal and career goals;” now, therefore, be it

Resolved, That when the Board of Regents states that “everything is on the table,” it truly should consider all alternatives with open-mindedness in order to act in the best interests of the students and the institutions it is charged with protecting and nurturing; and be it further

Resolved, That the Board of Regents cease targeting the most vulnerable and underpaid university and college employees, while failing to take action in reducing the salaries of the most highly-compensated employees in the system; and be it further

Resolved, That the System Office be required to follow any cost-saving measures required of the colleges and universities, including the hiring freeze that would encompass the CSCU President position and One College hires; and be it further

Resolved, That reserves from the System Office be utilized to cover revenue shortfalls of the individual universities and colleges and that the Board of Regents not raid one university’s reserves to pay off another university’s debt; and be it further

Resolved, That the Board of Regents consider alternatives to the System Office or at the very least, major restructuring of the organization, including measures that have not been taken in the past and measures that require extensive analysis; and be it further

Resolved, That any cost-cutting measures directed towards the colleges and universities not be prescribed in a top-down manner, but rather demonstrate respect and invite the knowledge and experience of those who understand and work in higher education in our institutions; and be it further

Resolved, That the Board of Regents is called on to be advocates for and supporters of higher education and the CSCU campuses, rather than an instrument of harm to the system that will negatively impact our ability to offer our students the quality educational experience that they deserve.