

Faculty Senate Resolution Number S-2020-14

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 FACULTY TITLE TERMINOLOGY

This Resolution was approved by Faculty Senate on: 04/29/2020

- 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

05/07/2020

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

5/14/20

Date

SOUTHERN CONNECTICUT STATE UNIVERSITY FACULTY SENATE

RESOLUTION FOR FACULTY TITLE TERMINOLOGY

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

Whereas, Academic excellence relies on all faculty members' engagement in the rights, privileges, and obligations associated with their earned degrees and professional identity;

Whereas, Professional identity is recognized and supported by the respectful use of appropriate titles;

Whereas, All members of the faculty are evaluated on identical categories of professional performance, based on the singular criterion of academic excellence, and therefore are expected to perform their duties equitably, regardless of their length of service at SCSU;

Whereas, The Collective Bargaining Agreement (CBA) distinguishes faculty titles only by rank and tenure status;

Whereas, Designating faculty members as "junior" and "senior" ignores the equality of status (represented by rights, privileges and obligations) granted and required by the CBA, creates artificial classes of faculty members, and is divisive; and

Whereas, The Faculty Senate is the official governing body for shared governance, which requires equity in the treatment of all members of the faculty; now, therefore, be it

Resolved, That only those faculty titles specified in the CBA shall be used in official university documents and communications; and be it further

Resolved, That faculty titles not specified in the CBA (e.g., "senior", "mid-level", "junior", etc.) shall be removed from official university documents and communications; and be it further

Resolved, That henceforth the use of the terms "junior faculty" and "senior faculty" shall be discouraged and avoided in all University contexts.