



College Senate Meeting Minutes October 24, 2025

The CT State Senate meeting was held on October 24, 2025, via Webex. The President being in the Chair and the executive committee being present.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	yes	Fox	-	Londono Diaz	yes	Selvaggio	yes
Bage	yes	Garcia	yes	Marcoux-Bowen	yes	Shabana	yes
Ballinger	yes	Goulet	yes	McCann	yes	Solivan	yes
Bennett	yes	Grant	yes	Milewski	yes	Trzepacz	yes
Bettigole	yes	Guirand-Fleurimond	yes	Natoli	yes	Van Dermark	yes
Bryant	yes	Kier	yes	Pagano	yes	Vitale	yes
Byrd	yes	Keiser	yes	Panicello	yes	Withnell	yes
Carroll	yes	Jones	yes	Pitman	yes		
Dawson	yes	Kirby	-	Prior	yes		
Daniels	Yes	LaRose	-	Ricardo	yes		
DiPietro	yes	Logan	yes	Seling	-		

35 Senators in Attendance

4 Senators Absent

The agenda was adopted by unanimous consent with two changes Sen Guirand-Fleurimond moved to amend the agenda to add the topic of Senator Appointees to College-Wide Ad Hoc committees and make it a special order. Sen Trzepacz motioned that agenda item #7 Institutional Requests and Presentations be moved to Item #5.

The minutes of the September regular and October 3 adjourned meeting were approved as distributed.

CT State College Senate President, Elle Van Dermark offered opening remarks.

Both oral and written reports were presented by the VP of Faculty, Topher Logan, the VP of Staff, Roberta Prior, and the Chair on the Committee on Framework Review, Aja Shabana. See attachments of all council and committee written reports.

Senator Felisha Guirand-Fleurimond moved *That* any senator whose term concludes while representing the College Senate to a college-wide ad hoc committee (i.e. executive search committees, strategic

planning, NECHE, project-based, etc.) be permitted to continue on the committee representing the College Senate with the expectation to report on committee activities to the College Senate.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	-	Londono Diaz	YES	Selvaggio	YES
Bage	YES	Garcia	NO	Marcoux-Bowen	YES	Shabana	YES
Ballinger	YES	Goulet	YES	McCann	YES	Solivan	YES
Bennett	YES	Grant		Milewski	NO	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	
Bryant	NO	Kier		Pagano	YES	Vitale	NO
Byrd	YES	Keiser	YES	Panicello	YES	Withnell	NO
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	YES	Kirby	-	Prior	YES		
Daniels	YES	LaRose	-	Ricardo	YES		
DiPietro	YES	Logan	YES	Seling	-		

Motion carried: 28-5-0

CT State Interim President, Dr. Christina Royal reported on several critical institutional developments.

Chief of Staff, Tom Yelich outlined the strategic planning process, the AI Fellowship, and AI Masters Opportunities.

Senator Logan moved a resolution to forward nominees for the position of co-chair of the Strategic Planning Committee. The motion contained a blank that was filled by a ballot vote with the following names: Sen. Guirand-Fleurimond, Sen. Solivan, Sen. Van Dermark. After voting on filling the blank, the final text of the motion read *That* the senate forward the following names to the CT State President for her to choose from and appoint as the College Senate co-chair of the Strategic Plan Committee: Sen Guirand-Fleurimond, Sen Solivan, Sen Van Dermark. Any senator accepting a nomination shall provide a statement to be included with their nomination.

Motion passed with unanimous consent.

VP Prior instructed nominees to provide their statements of interest to her by 10:00 AM on Friday, October 31, 2025, to be forwarded to Tom Yelich.

Senator Logan moved *That* Senate appoint a Senator to serve on the strategic plan selection committee and open the floor for nominations for that position. Motion passed with unanimous consent.

Senator DiPietro was nominated to serve on the selection committee for the Strategic Plan Committee. Running unopposed, she was appointed by unanimous consent.

Senator Prior moved a resolution that after deliberation and amendment read as follows:

That the Course Enrollment and Management Committee is charged with examining course scheduling and enrollment practices across all CT State campuses to restore appropriate campus-level discretion within a unified, data-driven framework. This work will address the loss of local faculty and department autonomy in adding and canceling classes. The committee can, as time allows, also address inconsistencies in scheduling practices and course caps, and the need for transparent, data informed, and best practices to enrollment planning.

The goal is to ensure scheduling processes are equitable, student-centered, transparent, and responsive to campus needs. The committee will provide draft recommendations to the College Senate for input no later than the February 27, 2026 meeting. Final recommendation from the committee shall be completed no later than the regular May meeting of College Senate.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	-	Londono Diaz	YES	Selvaggio	YES
Bage	YES	Garcia	YES	Marcoux-Bowen	YES	Shabana	YES
Ballinger	YES	Goulet	YES	McCann	YES	Solivan	YES
Bennett	YES	Grant		Milewski	YES	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	YES
Bryant	YES	Kier		Pagano	YES	Vitale	YES
Byrd	YES	Keiser	YES	Panicello	YES	Withnell	
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	ABST	Kirby	-	Prior	YES		
Daniels		LaRose	-	Ricardo			
DiPietro	YES	Logan	YES	Seling	-		

Motion carried – 30-0-1

Abstain – 1 Sen. Asantewa Dawson

Senator Logan moved that when the meeting adjourns, it be adjourned to October 31st at 9:30am.

Motion carried: 22-5-4

Abstentions – 4 (no names)

The meeting was adjourned at 12:56 p.m.

Respectfully submitted,

Bonnie L Solivan

Bonnie L. Solivan, Secretary

October 30, 2025

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College Senate Meeting Minutes October 31, 2025

The CT State Senate meeting was held on October 31, 2025, via Webex. The President being in the Chair and the executive committee being present.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	YES	Shabana	-
Ballinger	YES	Goulet	YES	McCann	YES	Solivan	YES
Bennett	YES	Grant	YES	Milewski	YES	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	YES
Bryant	YES	Kier	YES	Pagano	YES	Vitale	-
Byrd	YES	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose	YES	Ricardo	YES		
DiPietro	YES	Logan	YES	Selvaggio	-		

31 Senators in Attendance

8 Senators Absent

Sen Prior moved *That* Council of Staff on Student Services and Affairs is charged with continuing their work reviewing student-centered policies and practices related to enrollment continuity and student retention, including the development of a mandatory new student orientation framework, and working toward recommendations that will improve policies and practices at CT State. This includes addressing the adverse impacts of the current drop-for-non-payment process, studying the new student enrollment experience, and advocating for a mandatory new student orientation to better prepare students for college success.

To develop recommendations in response to these areas, the College Senate strategic priorities for AY25-26, the Council will provide draft recommendations to the College Senate for campus and college input no later than the March 2026 meeting. The Council will finalize recommendations no later than the regular May meeting of College Senate. In areas where the Council has been invited to collaborate on college-wide workgroups pertaining to areas under their scope, they are to provide regular monthly updates and a final report of outcomes to the College Senate by no later than May 2026.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	<i>ABST</i>
Bage	YES	Garcia	-	Marcoux-Bowen		Shabana	-
Ballinger	YES	Goulet	YES	McCann	YES	Solivan	YES
Bennett	YES	Grant		Milewski	YES	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	
Bryant		Kier	YES	Pagano	<i>ABST</i>	Vitale	-
Byrd	YES	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose	YES	Ricardo	YES		
DiPietro	YES	Logan	YES	Selvaggio	-		

Motion carries: 26-0-2

Abstention: Pagano, Seling

Sen Logan moved *That* the Council of Faculty is charged with examining the practices related to the Academic Engagement (Here/Non-Participation) policy including financial aid implications for students, reinstatement practices, and clear guidance on definitions of participation as applied to the various modalities of course delivery. The goal is to ensure that the policy and practices are ethical, achieve the desired goals, and are clearly understood by all stakeholders.

To develop recommendations, the council shall identify any information requests as well as administrative/administration partners by December 1.

The council shall provide draft recommendations to the College Senate for campus and college input no later than the February 2026, regular meeting. The council will finalize recommendations related to the above items no later than the regular May meeting of College Senate.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	YES	Shabana	-
Ballinger		Goulet	YES	McCann	YES	Solivan	YES
Bennett	YES	Grant		Milewski	YES	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	
Bryant		Kier	YES	Pagano	YES	Vitale	-
Byrd	<i>ABST</i>	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose	YES	Ricardo	YES		

DiPietro	ABST	Logan	YES	Selvaggio	-		
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Motion carried: 26-0-2

Abstention: DiPietro, Byrd

Sen Prior moved *That* the College Senate creates a special committee for Information Technology of at least four members to be appointed by the chair from among those volunteering to serve. The established committee may also invite campus and college experts to join in their work. This Special committee will investigate critical needs related to strengthening CT State's digital infrastructure and footprint including:

- establishing an accurate and searchable College-wide and Campus-specific Directories informed by verified Microsoft Profiles that include names, job titles, departments, and related roles as well as other relevant information the committee identifies as necessary for a directory;
- improving the usability and transparency of the CT State website and include campus-level webpages; and
- addressing Wi-Fi gaps and unreliable internet access, including barriers faced by guests attempting to log in across campuses.
- Addressing IT related problems which impact enrollment.

To develop recommendations in response to these College Senate strategic priorities for AY25-26, the committee will identify any information requests as well as administrative/administration partners by December 1, 2025. The committee will provide draft recommendations to the College Senate for campus and college input no later than February 2026 regular meeting. The committee will finalize recommendations related to the above items no later than the regular May meeting of College Senate.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	YES	Shabana	-
Ballinger		Goulet	YES	McCann	YES	Solivan	YES
Bennett		Grant		Milewski	YES	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	
Bryant		Kier	YES	Pagano	YES	Vitale	-
Byrd	YES	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose	YES	Ricardo	YES		
DiPietro	YES	Logan	YES	Selvaggio	-		

Motion carried: 27-0-0

Sen Trzepacz moved *That* the College Senate establish a special committee to examine the practices and use of interim appointments at the CT State College Office and the twelve campuses, as well as the potential adverse impacts of such appointments. The committee will work to develop a deeper understanding of the following key issues:

- Human Resources and Affirmative Action policies and practices governing the selection and use of interim appointees (management, faculty, and staff).
- The short-term and long-term implications of interim appointments, including their benefits, drawbacks, and alignment with CT State, CSCU, and state policies and laws.
- The impact of continued reliance on interim appointments on campus morale and institutional trust.

The committee will:

- Review current interim executive/administrative and faculty appointments across all campuses and at the College Office.
- Conduct an assessment of the college's existing policies and practices related to interim appointments.
- Develop a framework, with recommended procedures and best practices for adoption by the college.

The goal of this work is to collaborate with key partners at CT State to create a set of recommendations addressing the use of interim appointments. The committee will identify necessary information needs and anticipated administrative partners by December 1 and will submit this list to the President of the College Senate.

The committee will present draft recommendations to the College Senate for feedback no later than February 27, 2026, regular meeting, and will submit final recommendations by the May 2026 regular meeting of the College Senate.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	YES	Shabana	-
Ballinger		Goulet	YES	McCann	YES	Solivan	YES
Bennett	YES	Grant		Milewski	ABST	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	
Bryant	YES	Kier	YES	Pagano	YES	Vitale	-
Byrd	YES	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	YES		
Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose	YES	Ricardo	YES		
DiPietro	YES	Logan	YES	Selvaggio	-		

Motion carried: 27-0-1

Abstention: Milewski

Sen Trzepacz moved *That* the Administration/Human Resources Committee focus on developing a comprehensive understanding of the current CT State landscape and Human Resources practices, particularly in relation to the following areas:

That the Administration/Human Resources Committee focus on developing a comprehensive understanding of the current CT State landscape and Human Resources practices, particularly in relation to the following areas:

- The lack of clearly defined roles and functional responsibilities within CT State's upper-level management structure (e.g., campus presidents, school deans, campus deans, associate deans, provosts), including potential duplication or overlap in duties.
- The presence of mistrust and low morale.
- Administration/Human Resources Committee asks the College Senate President to discuss this issue further with CT State leadership.
- The efficiency and effectiveness of Human Resources operations, including hiring policies, hiring timelines, the retention of institutional knowledge, and communication practices.
- Administration/Human Resources Committee ask HR Vice President to present this topic to the Senate.
- Inconsistent practices related to compensatory time, course releases, and compensation for both staff and faculty.
- The committee may identify priority area for deeper investigation to ensure achievable progress.
- The committee will coordinate with other senate committees as appropriate.

The goal of the committee is to address the loss of institutional knowledge, clarify the roles and responsibilities across CT State leadership and campus management, including distinctions among key administrative positions and examine the consequences of the continued reliance on interim appointments, while also ensuring consistency in practices related to compensatory time, course releases, and compensation for staff and faculty.

The committee will present draft recommendations to the College Senate for feedback no later than February 27, 2026, regular meeting, and will submit final recommendations by the May 2026 regular meeting of the College Senate.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	YES	Shabana	-
Ballinger	YES	Goulet	YES	McCann	YES	Solivan	NO
Bennett	YES	Grant	YES	Milewski	ABST	Trzepacz	YES

Bettigole	YES	Guirand-Fleurimond	NO	Natoli	YES	Van Dermark	YES
Bryant	NO	Kier	YES	Pagano	YES	Vitale	-
Byrd	NO	Keiser	-	Panicello	-	Withnell	ABST
Carroll	ABST	Jones	YES	Pitman	YES		
Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose	YES	Ricardo	NO		
DiPietro	YES	Logan	ABST	Selvaggio	-		

Motion carries: 19-5-4

Abstention: Logan, Withnell, Carroll, Mileski

Sen Prior moved *That* the College Senate create a special committee on hiring and compensation to focus on developing a deeper understanding of the critical needs related to:

- A review of Human Resource practices with respect to search processes, compensation concerns for internal candidates, and review of Affirmative Action policies and their impact on hiring (e.g., search committees and hiring practices).
- Inconsistent or superficial use and implementation of DEI
- The goal is to develop a set of recommendations that respond to these concerns.

To develop recommendations in response to these College Senate strategic priorities for AY25-26, the committee will identify any information requests as well as administrative/administration partners by December 1 to the College Senate President.

The committee will provide draft recommendations to the College Senate for campus and college input no later than February 27, 2026, regular meeting. The committee will finalize recommendations related to the above items no later than the regular May meeting of College Senate. Senator or campus stakeholder may volunteer and be appointed to serve on this committee in response to an emailed request from the CT State Senate President. This special committee will conclude its work and automatically dissolve upon submission of its final report to the College Senate at the May 2026 regular meeting, unless the Senate votes to extend its charge.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster	YES	Fox	YES	Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	ABST	Shabana	-
Ballinger	YES	Goulet-	YES	McCann	YES	Solivan	YES
Bennett	ABST	Grant		Milewski	ABST	Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	ABST	Natoli	YES	Van Dermark	
Bryant	YES	Kier	YES	Pagano	YES	Vitale	-
Byrd	OP	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	YES/ABST		

Dawson	-	Kirby	-	Prior	YES		
Daniels	-	LaRose		Ricardo	ABST		
DiPietro		Logan-	YES	Selvaggio	-		

Motion carried: 22-1-6

Abstention: Marcoux-Bowen, Milewski, Pittman, Ricardo, Guirand-Fleurimond, Bennett

Sen Bennett moved *That* the Senate adopt the Guiding Principles of Shared Governance as amended during the meeting.

For bodies whose mandate – or items that fall in the domain of faculty purview – such as curriculum, assessment, program review, etc., - voting is limited to faculty and full –time staff who have teaching or program coordinator responsibilities in the discipline as part of their duties in their job description, and no broader governance group may otherwise override faculty decisions in these domains.

Senator	Present	Senator	Present	Senator	Present	Senator	Present
Aster		Fox		Londono Diaz	YES	Seling	YES
Bage	YES	Garcia	-	Marcoux-Bowen	YES	Shabana	-
Ballinger		Goulet		McCann	YES	Solivan	YES
Bennett	YES	Grant		Milewski		Trzepacz	YES
Bettigole	YES	Guirand-Fleurimond	YES	Natoli	YES	Van Dermark	
Bryant	NO	Kier	YES	Pagano	YES	Vitale	-
Byrd	YES	Keiser	YES	Panicello	-	Withnell	YES
Carroll	YES	Jones	YES	Pitman	ABST		
Dawson	-	Kirby	-	Prior			
Daniels	-	LaRose		Ricardo	YES		
DiPietro	NO	Logan	YES	Selvaggio	-		

Motion carried: 21-0-1

Abstention: Pittman

The meeting was adjourned at 11:39 p.m.

Respectfully submitted,

Bonnie L Solivan

Bonnie L. Solivan, Secretary

October 31, 2025