

CT State College Senate Meeting Minutes

April 25, 2025

Link to meeting recording: <https://ctstate.edu/college-senate-videos>

Attendance

Senators Present: Aja Shabana, Asantewa Dawson, Bonnie Goulet, Chris Murphy, Elle Van Dermark, Jennifer Natoli, Jill Flanigan, Mark Milewski, Michelle Giannakopoulos, Nicole Marcoux-Bowen, Peter Bennett, Riaz Lalani, Sandra Vitale, Topher Logan, Allan Ballinger, Ariel Robinson, Bonnie Solivan, Brian Keiser, Hannah Moeckel-Rieke, Jayne Battye, Jeremy Withnell, Joseph Selvaggio, Luz Londono Diaz, Marsha Bryant, Michael Panicello, Nicola Ricker, Roberta Prior, Thayre Trzepacz, Felisha Guirand-Fleurimond, Robyn-Jay Bage.

Ex Officio: John Maduko, present.

Senators Absent: Seth Freeman, Phillip Fox, Vince McCann, Mia Samsel, China Byrd, Valerie Kier, Melissa Bettigole, Leesa Cabrera, Darren Mack.

Guests: Andrew Pelletier, Anna Krupitskiy, Beth Egan, Dawn Bryden, Diane Clokey, Dominique, Donna Bontatibus, Erik Murrell, Gayle Barrett, Heidi Green, James Chadic, James Gentile, Jason Seabury, Jean Main, Jennifer Gray, Jennifer Vorel, Jill Jemmott, Jonah Cohen, Josiah Ricardo, SE Capital, Karen Hynick, Kathleen Czarnota, Kathy Lamoureux, Krissy, Lisa Boyko, Logan Tashea, Margaret Malaspina, Marie Clucas, Mary Mattheis, Megan deLivron, Melissa Sirois, Michael Rooke, Michelle Coach, Rose Luglio, S. Perez, Peter Aster, Susan Carroll, Sara Hanson, Sarah Selke, Sarah Perez, Sheri Valentin, Stephen, Tom Yelich, Troy Miller, Barbara Woolfrey, Karin Jakubowski, Linda Ames, Patty, Terry.

Agenda Modifications

Two items were added before the agenda was accepted.

Failures of the Framework for Release and Compensation to be properly implemented

Discussion of Manchester Academic Senate Statement on Campus Leadership Reorganization

Finance Committee Report

On April 15, 2025, the CT State College Senate Finance Committee met with CFO Kerry Kelley to review CT State's financial reserves and five-year sustainability plan. As of June 30, 2024, CT State had \$234.9 million in reserves, with plans to spend down the undesignated portion to address a projected \$302.3 million deficit through FY30. Strategies include using reserves, achieving a \$96.7 million mitigation target, and implementing a 5% tuition increase beginning in FY28. CFO Kelley had outlined goals to strengthen revenue, optimize costs, align programs with enrollment, and improve

financial transparency, with quarterly reviews and stakeholder engagement planned. Concerns were raised about depleting reserves to \$32.87 million, risks to accreditation, and the need for expanded dual enrollment, facility improvements, and a collegewide fundraising foundation.

Bylaws Committee

The Bylaws Committee met three times in April, including a meeting with Senator Seth Freeman to discuss part-time employee representation. Additionally, after reviewing proposed changes to increase student and part-time representation, the committee determined such changes would conflict with the existing College Senate charge and on-going deliberations by other bodies. As a result, the committee withdrew its recommendation to expand student representation and recommended postponing any action on part-time senator language, instead urging collaboration with President Maduko and CT State administration to assess feasibility.

Motion: Adopt the Senators Responsibilities as part of our Standing Rules.

Passed with Unanimous Consent.

Motion: Postpone indefinitely an increase in student representation.

Passed with Unanimous Consent.

Motion: Postpone indefinitely adding language for part time College Senators and asking President Maduko, College Senate, and CT State administration work collaboratively to determine the feasibility of part-time college senators serving on Connecticut State Senate.

Passed with Unanimous Consent.

Council of Professional Staff Report

At its April 16 meeting, the Council of Professional Staff discussed ongoing issues with the college website and online directory, including data quality problems, inconsistent titles, and unclear update procedures. The Web team expressed frustration over lack of involvement in earlier feedback processes. Members also noted collaboration fatigue and the need for better communication, especially across HR, IT, and Marketing. Planning began for summer monitoring efforts and a potential May meeting, with continued attention on unresolved policies and evolving team structures.

Campus Report: Discussion of Manchester Academic Senate Statement on Campus Leadership Reorganization

Senators from Manchester made a three-fold motion:

“A response to the following questions:

- Why has there been no campus-specific communication or dialogue about this issue directly with Dr. Maduko?

- Why is the System squandering \$600,000 when we have large in-house Talent Acquisition staff?
 - Given the nature of Organizational Science how can “bargained-level employees or campus-level deans” NOT be affected by this move?
 - What specific day-to-day functional changes will come of this restructuring?
 - Exactly what type of “resources” are going to be “shared,” and how will that be beneficial to the campuses?
2. Require participation of all campuses and all groups of stakeholders in any restructuring and the development of a strategic plan.
 3. An immediate halt to the Campus President Realignment until it the two above items are addressed.”

Support: Asantewa, Felicia, Jenn, Mark, Nicole, Riaz, Aja, Hannah, Luz, Micheal

Oppose: Chris, Jill, Michelle, Peter, Sandra, Topher, Allan, Ariel, Bonnie G, Brian, Jayne, Marsha, Nicola, Thayre, Robyn, Joe, Roberta, Elle

Motion Failed 10-18-0.

Failures of the Framework for Release and Compensation to be properly implemented

Motion: Request CT State administration and human resources provide assurances to Stephen Kittredge that he will be appropriately compensated for the work that he's done since November 2024 when the college stopped approving his comp time requests. Additionally, we request the administration provide a clear updated policy statement that affirms and protects the right of college senate members to be fairly compensated for their work. This statement should revisit and where necessary revise the current compensation framework to ensure clarity, consistency, and equity moving forward.

Passed with Unanimous Consent.

Old Business

1. The recommendation related to **Statewide Committee Consolidation Recommendation**

Motion passed unanimous consent.

2. The recommendation related to establishing a statewide **Common Hours**

Motion: To postpone until the May meeting.

Support: Elle, Joe, Roberta, Aja , Jennifer, Jen, Peter, Jill, Chris, Michelle, Luz, Thayre, Brian, Nicola, Sandra, Jane, Ariel, Marsha, and Topher.

Oppose: Mark, Robin, Bonnie, Riaz, Asantewa, and Michael.

Abstain: Hannah

Motion Carried 19-6-1

3. Motion to endorse the Required Student Orientation

Support: Elle, Roberta, Joe, Luz, Peter, Mark, Allan, Jill, Michelle, Jennifer, Marsha, Aja, Nicola, Thayre, Mike, and Brian.

Oppose: Topher, Jayne, Chris, Bonnie G., Riaz, Robyn

Abstain: Hannah, Ariel, Sandra.

Motion Carried 16-6-3.

4. Disciplines in Schools Realignment

Motion: CT State Senate for support of the social and behavioral sciences, school area curriculum committee sub-schools realignment from seven sub schools to four sub schools for the newly proposed school of liberal Arts and education. For good measure, the request is that the Office of Provost provide a good faith, transparent rationale for discipline allocation in the current schools and sub-schools alignment; and two, disregarding professional judgments of CT state curriculum experts.

Support: Elle, Joe, Roberta, Nick, Jen, Allan, Felicia, Riaz, Marsha, Sandra, Asantewa, Luz, Thayre, Hannah, Michelle, Chris, Brian, Mark, Bonnie G, and Michael.

Oppose: Topher, Jayne, Robyn, Jill, Aja.

Abstain: Peter, Ariel.

Motion Carried 20-5-2

Policy Discussions and Endorsements

5. Posthumous Degree Policy

Discussion held. Gayle Barret and Troy Miller will return to Senate once the policy incorporates changes.

6. Reverse Transfer Policy

Unanimously endorsed.

ACME Policy

Motion to Postpone endorsing the ACME Policy

Support: Hannah, Felicia, Riyaz, Sandra, Marsha

Oppose: Elle, Roberta, Joe, Topher, Jen, Allan, Jill, Michelle, Jane, Robin, Chris, Thayre, Luz, Nick, Bonnie, Aja, Peter, Asantewa.

Motion failed 5-18-0.

Motion: Endorse the ACME policy with understanding that there is further work to be done on the Multi-Language Learner policy.

Support: Elle, Roberta, Joe, Topher, Felicia, Chris, Nick, Allan, Michelle, Thayre, Jen, Jayne, Jill, Aja, Luz, Peter, Asantewa, and Brian.

Oppose: Robyn, Bonnie, Marsha, Hannah, Riaz.

Motion Carried 18-5-0.

5:01pm, lost quorum.

The presentation of the **Shared Governance and Curriculum Updates** continued, so it could be captured on the video, but no business was conducted.

Carryover item to the May meeting:

Guiding Framework for Schedule & Cancellations

Code of Conduct Policy

Concurrent/Dual Enrollment Policy

Final meeting for AY24–25: May 23 at 12:30 p.m.

Beginning AY25–26, meetings will start at 9:30 a.m.

Respectfully submitted,

Elle Van Dermark, President

College Senate