

Minutes  
Connecticut State Colleges and Universities Board of Regents (BOR)  
**Faculty Advisory Committee (FAC) Special Meeting**  
May 16, 2013

Meeting convened at 12:00 p.m. Room 263, 61 Woodland Street, Hartford, Conn.

Present: Vice Chair Stephen Adair, Alternate, CCSU; Peter Bachiochi, Member, ECSU; Chair Tom Failla, Member, NCC; Catherine Hoyser, Member, Charter Oak;

1. The meeting was called to order by Dr. Failla, who asked Vice Chair Adair to preside. Dr. Adair was serving as a voting member in the absence of one of the CSU representatives who was unable to attend. Dr. Failla explained that since the meeting was for the sole purpose of tabulating community college voting results and he was a candidate, he was attending the meeting to assure a quorum of at least four voting members and Dr. Adair was in charge of receiving voting results.
2. Dr. Adair shared copies of the results and tabulation sheets he prepared for committee review.
3. The committee then identified winners and runners up in various categories as listed below. Winners are designated as representatives and runners up are designated alternates as previously stated in the elections protocol. They will serve a two-year term Jan. 1, 2014-Dec. 31, 2015.

Large School Faculty

Representative – S. Moore (MCC)  
Alternate – D. Cummings (NVCC)

Medium School Faculty

Representative – B. Brown (TxCC)  
Alternate – B. Richards (HCC)

Small School Faculty

Representative – E. Pagano (QVCC)  
Alternate – J. Wallace (MxCC)

Administrative Faculty

Representative – T. J. Barber  
Alternate – K. Shea

(See Appendix for winner and runner up profiles and the matrix of voting results)

4. On motion by Dr. Failla and seconded by Dr. Hoyser the committee decided 4-0 to request that Dr. Adair send a notice about the election results along profiles or winners and runners up and the tabulation table to all campus governance leaders and request that those designated as representatives and alternates send their contact information to the chair and vice chair. As part of the communication Dr. Adair will also list the names of representatives and alternates selected by the CSUs and COSC.

5. From CSUs

Faculty: Stephen Adair (CCSU), William Lugo (ECSU- alternate member for 2014), Ilene Crawford (SCSU- alternate member for 2015), and Patty O’Neill (WCSU)

Administrative Faculty : Christine Barrett (SCSU), Myrna Garcia-Bowen (CCSU –alternate) (Term begins immediately).

Charter Oak State College (2014-2015 term)

Faculty: Catherine Hoyser

Administrative Faculty: Dan Facchinetti

Meeting adjourned 12:50p Respectfully submitted T. Failla

## Appendix

### Community College Faculty and Administrative Faculty Representative and Alternate Profiles

#### Faculty Large School

##### **Representative – Steven Moore, Associate Professor of Engineering and Technology (MCC)**

I welcome the opportunity to be your representative on the Faculty Advisory Committee (FAC) to the Board of Regents. I am a graduate of the Connecticut Community College System and the University of Connecticut and have graduate degrees in computer science and electrical engineering. For the past three years I have served as chair of the Engineering and Technology Department. I have also represented MCC for the last five years at the College of Technology, a system wide committee. My years of teaching at MCC have provided me with an appreciation for the diversity of our students in terms of their educational, economic and cultural differences. As your representative, I plan to work diligently in the best interests of our students, faculty, and staff. Furthermore, I would keep you up to date with happenings at FAC meetings, and would look forward to receiving input on issues that are important to you. Thank you for your consideration.

##### **Alternate – Del Cummings, Professor of Chemistry (NVCC)**

Improved communication between community college faculty and the Board of Regents would be beneficial. The Board should hear faculty viewpoints on remediation, retention, enrollment, and academic rigor. The faculty should also be kept current on the Board's vision for the future of our state colleges. Membership on this committee will entail close cooperation with the faculty of the community colleges to ensure that the input provided is a true representation of the majority. It will also be important to prioritize the issues, so that our most important messages are not diluted. Del Cummings has taught full time for 20 years at Naugatuck Valley Community College. He has served as Science Department Chair, Coordinator of the Environmental Science Program, and President of the Faculty Senate. Prior to teaching, he worked in manufacturing at Pfizer, and semiconductor R&D at ATMI. He received degrees in Ceramic Engineering from Alfred University, Materials Engineering from Rensselaer Polytechnic Institute, and Environmental Engineering from the University of Connecticut. He holds six patents.

#### Faculty Medium School

##### **Representative – Bob Brown, Professor of History & English – (TxCC)**

Also worked in academic administration and public information for the college, where I have been on faculty or staff for 15 years. Academic planning and analysis: Chairperson of Tunxis' successful NEASC re-accreditation efforts in 2001 & 2011. Editor of the college's five-year 2006 NEASC update; Member of Tunxis' Institutional Effectiveness Committee the past five years. On the subcommittee that developed the draft of the college's current strategic plan; worked on the system TAP initiative, chairperson of the subcommittee on Historical Knowledge & Understanding; Chaired external team for the History and Political Science disciplines at NVCC; Chair of Tunxis' ABE committee on World Cultures & Perspectives. Presentations: BOR 2012 assessment conference: with three Tunxis colleagues, presented on Tunxis' ability-based education initiative. Assessment Conference, AAC&U, March 2013: with Tunxis' Steve Ersinghaus, and SCSU's Polly Beals, presented on "Core Competencies and Transfer from Associate to Baccalaureate Degrees: Using Evidence to Advance Excellence."

##### **Alternate – Dr. Barbara E. Richards, Professor of Sociology, (HCC)**

Alternate member, Faculty Advisory Committee; Member, Advisory Committee on PA 12-40 on remedial or developmental education. One of my biggest priorities is quality development education for the students with the lowest placement scores, especially those who came from struggling K-12 schools. Previously, Secretary, Standing Advisory Committee, Board of Governors for Higher Education; Joint Ph.D. in Sociology and Psychology, University of Michigan; Assistant Professor, Yale School of Organization and Management; Member, Board of Aldermen, New Haven; Director, Community-Labor Alliance; Director, Research, Computer Programming and Communication, Hotel and Restaurant Workers Locals 34, 35 and 217; Lifelong volunteer electoral and community organizing work, including: Board, People Acting for Change; founding member, Unidad Latina en Acción; a leader of the successful effort to pass the statewide law allowing children of undocumented immigrants to pay in-state tuition at state colleges and universities

#### Faculty Small School

##### **Representative – Erin Pagano, Associate Professor of Business Administration (QVCC)**

Ms. Pagano has been in higher education for over 15 years and at QVCC for the past 7 years. She has held key positions at QVCC including member of the College Council, Chair of the Academic Division Council, Co-Chair of Standard 2 and member of the NEASC Steering Committee, and member of the Student Success and Retention Committee. As a business professor, she teaches management, marketing, international business, managerial communications and economics. Prior to teaching Pagano had extensive experience with large scale organizational mergers. Her specialty was budget negotiations and resource allocation.

**Alternate – Dr. Judy Wallace, Professor in Science, Allied Health, and Engineering Division (MxCC)**

Professor since 2001 and coordinator of the Radiologic Technology program since 2003. She has actively served on various campus committees and has collaborated on numerous special projects and initiatives. Dr. Wallace has been the faculty representative to the campus Leadership Team and the chair of the Faculty Forum (similar to a Faculty Senate) since 2007. Professor Wallace has participated in many system-wide initiatives including several U.S. Department of Labor and Health Education Initiative (HEI) grants. She has extensive experience in curriculum development, website development, and in establishing pathway partnerships. She received a Doctorate in Physical Therapy in 2008 from Sacred Heart University, a M.S. in Biology from CCSU, and a B.S. in Allied Health; Physical Therapy from UCONN.

**Administrative Faculty**

**Representative -- T. J. Barber, Director of Student Activities (MCC)**

I am a 2001 MS graduate of CCSU, I spent 7 years at Trinity College and the past three years as the at Manchester Community College (MCC). I am immersed in governance (both on campus and system-wide) on a daily basis. I would be honored to serve as a member of the Faculty Advisory Committee and would leverage my 20+ years of governance experience and lifelong passion for advocacy to improve communication between our 17 campuses and the Board of Regents. We are on the precipice of tremendous change in the ConnSCU system and in the State of Connecticut. It would be a privilege to advocate on behalf of the faculty and staff of the ConnSCU system as a member of the Faculty Advisory Committee and I would do my best to insure the voices of the faculty and staff is heard throughout the process.

**Alternate – Kim Shea, Director of Admissions (GWCC)**

I have been employed by Gateway Community College since 1994. I began my career in the Counseling Office working with welfare mothers who were attending college. I then moved into the Admissions Office and worked as the Associate Director of Admissions before becoming the Director of Admissions. I have been the Director of Enrollment Management since December of 2011 and supervise Admissions, Financial Aid and the Registrar's Office. I taught HDV 104, Strategies for Academic Success at Gateway for approximately 8 years. I am currently Co-Chair of the Staff Council which is part of our governance structure here at Gateway. I was involved in our most recent NEASC review as a Tri-Chair of the Student Standard. I attended SCSU and earned my MSW in 1993.

<b>Large School Faculty Rep. Voting Log</b>		<b>GWCC</b>	<b>MCC</b>	<b>NCC</b>	<b>NVCC</b>	<b>Totals</b>
1	J. Cohen (GWCC)	13	13	10	3	39
2	<b>S. Moore (MCC) rep</b>	5	63	10	5	<b>83</b>
3	R. Edge (NCC)	2	16	37	5	60
4	<b>D. Cummings (NVCC) Alt</b>	6	34	17	13	<b>70</b>
<b>Medium School Faculty Rep. Voting Log</b>		<b>CCC</b>	<b>HCC</b>	<b>TRCC</b>	<b>TxCC</b>	<b>Totals</b>
1	M. Thornton (CCC)	35	4	8	5	52
2	<b>B. Richards (HCC) Alt</b>	4	35	10	19	<b>68</b>
3	L. Rafeldt (TRCC)	11	5	28	22	66
4	<b>B. Brown (TxCC) Rep</b>	6	11	13	50	<b>80</b>
<b>Small School Faculty Rep. Voting Log</b>		<b>ACC</b>	<b>MxCC</b>	<b>NWCC</b>	<b>QVCC</b>	<b>Totals</b>
1	N. Lefakis (ACC)	12	6	7	4	29
2	<b>J. Wallace (MxCC) Alt</b>	1	25	5	2	<b>33</b>
3	D. Rodgers (NWCC)	0	5	21	3	29
4	<b>E. Pagano (QVCC) Rep</b>	0	5	16	18	<b>39</b>

<b>Admin. Faculty Rep. Voting Log</b>		<b>GW</b>	<b>MC</b>	<b>NC</b>	<b>NV</b>	<b>CC</b>	<b>HC</b>	<b>TR</b>	<b>Tx</b>	<b>AC</b>	<b>Mx</b>	<b>NW</b>	<b>QV</b>	<b>Totals</b>
1	Q. Mack (ACC)	0	6	0	0	4	0	1	1	15	2	4	1	34
2	J. Wang (CCC)	0	3	1	0	20	3	0	0	0	2	0	1	30
3	G. DeSantis (HCC)	1	4	0	0	3	31	0	1	0	2	0	0	42
4	<b>K. Shea (GWCC)</b>	10	13	4	1	4	8	0	5	1	3	2	1	<b>52</b>
5	<b>T.J. Barber (MCC)</b>	5	49	1	2	1	1	2	4	1	2	3	2	<b>73</b>
6	T. Failla (NCC)	1	5	8	0	2	0	1	1	2	0	2	0	22
7	D. Zavatkay (NWCC)	0	5	0	1	0	1	2	1	0	4	13	0	27
8	M. Wichser (TRCC)	1	8	1	0	0	1	7	5	1	0	1	1	26
9	<b>V. Hamilton-Brodie (TxCC)</b>	2	7	1	0	4	3	1	13	0	3	4	0	38

Connecticut Community Technical Colleges Ballots

Faculty Advisory Committee Elections for Faculty and Administrative Faculty Representatives

Two-year term January 1, 2014-December 31, 2015

**In each election the top vote getter will be declared the representative  
and the runner up the alternate**

Instructions to campus governance leaders: *Please adapt these two sample ballots to suit your own formats and method for election. **Please be sure to stay consistent with the basic information regarding the term, positions, candidates, their profiles and the requirement that voters indicate their selection for any two from among the list of candidates in each election.** Please conduct one election among full-time faculty for faculty representative and another among full-time administrative faculty – ACLs and nonteaching professionals – for administrative faculty representative prior to May 9 and provide your campus vote totals for each candidate to the FAC by then (see .xls spreadsheet attached for recording votes on your campus for the candidates.) The FAC will tabulate and announce results at a regularly scheduled public meeting after all campuses deliver the vote counts for each candidate on each of their campuses. The FAC's next two scheduled meetings are May 10 and June 14.*

Connecticut Community Technical Colleges  
**Faculty Ballot for Faculty Advisory Committee Election**

Two-year term January 1, 2014-December 31, 2015

**The top vote getter will be declared the representative and the runner up the alternate**

**Profiles for Nominees for Faculty Representative Listed by Campus**

*Voting Instructions*

Please vote for **any two** candidates among the following nominees for faculty representative from your grouping of the four large schools based on the number of full-time faculty.

**Large**

GWCC (J. Cohen)	MCC (S. Moore)	NCC (R. Edge)	NVCC (D. Cummings)
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**GWCC**

**Jonah Cohen, Associate Professor of Human Services and Coordinator of the General Studies Program**

B.A. Religion, Trinity College 1989; M.S. Counseling (Student Development in Higher Education), Central Connecticut State University 2000. Jonah came to GWCC from CCSU in 2004 as a Counselor. In 2008, he became the Program Coordinator for Human Services and a full time faculty member. Currently, the Program Coordinator for General Studies and supervisor of field placements for Human Services students, Jonah also assists in the Admissions Office, is a member of the enrollment management team and is a facilitator for New Student Advising and Registration. He served as the campus liaison and alternate to the BOR's TAP Steering Committee and has served on numerous campus, community and system committees. Jonah's diverse experience in a variety of roles has well prepared him to understand and represent the community college system at the state level.

**MCC**

**Steven Moore, Associate Professor of Engineering and Technology**

I welcome the opportunity to be your representative on the Faculty Advisory Committee (FAC) to the Board of Regents. I am a graduate of the Connecticut Community College System and the University of Connecticut and have graduate degrees in computer science and electrical engineering. For the past three years I have served as chair of the Engineering and Technology Department. I have also represented MCC for the last five years at the College of Technology, a system wide committee. My years of teaching at MCC have provided me with an appreciation for the diversity of our students in terms of their educational, economic and cultural differences. As your representative, I plan to work diligently in the best interests of our students, faculty, and staff. Furthermore, I would keep you up to date with happenings at FAC meetings, and would look forward to receiving input on issues that are important to you. Thank you for your consideration.

**NCC**

**Rena Edge, Professor of Public Speaking and Theater; Liberal Arts and Sciences-Transfer and General Studies, Program Coordinator**

B.A. Art History and Drama, University of Georgia, 1987; M.A. Communication Arts (Film Studies), University of Wisconsin-Madison, 1989; Chair, Humanities Department (Art, Graphic Design, Architecture, Building Construction Technology, Communication Arts, Foreign Languages, Music, Philosophy, Theater) 1997-2004; Chair, Shared Governance, Management Council 2002-2006; previous member of Women's Campaign School at Yale; oversees Student Success Center advising and college-wide open advising/registration; active artist and writer. I would like to use my analytical and speaking skills to understand and articulate the concerns of faculty and staff to the Board of Regents and the General Assembly in service to an enlightened, balanced approach to the policy development of the ConnSCU system.

## **NVCC**

### **Del Cummings, Professor of Chemistry**

Improved communication between community college faculty and the Board of Regents would be beneficial. The Board should hear faculty viewpoints on remediation, retention, enrollment, and academic rigor. The faculty should also be kept current on the Board's vision for the future of our state colleges. Membership on this committee will entail close cooperation with the faculty of the community colleges to ensure that the input provided is a true representation of the majority. It will also be important to prioritize the issues, so that our most important messages are not diluted. Del Cummings has taught full time for 20 years at Naugatuck Valley Community College. He has served as Science Department Chair, Coordinator of the Environmental Science Program, and President of the Faculty Senate. Prior to teaching, he worked in manufacturing at Pfizer, and semiconductor R&D at ATMI. He received degrees in Ceramic Engineering from Alfred University, Materials Engineering from Rensselaer Polytechnic Institute, and Environmental Engineering from the University of Connecticut. He holds six patents.

Connecticut Community Technical Colleges  
**Administrative Faculty Ballot for Faculty Advisory Committee Election**

Two-year term January 1, 2014-December 31, 2015

**The top vote getter will be declared the representatives and the runner up the alternate**

**Profiles for Nominees for Administrative Faculty Representative Listed by Campus**

*Voting Instructions*

Please vote for any two candidates among the following nominees for an administrative faculty representative for all 12 community colleges. Schools that did not put forward a nominee are listed as "none".

ACC (Q. Mack)	MCC (T.J. Barber)	NWCC (D. Zavatkey)
CCC (J. Wang)	MxCC (None)	QVCC (None)
HCC (G. DeSantis)	NCC (T. Failla)	TRCC (M. Wichser)
GWCC (K. Shea)	NVCC (None)	TxCC (V. Hamilton-Brodie)

**ACC**

**Qing Mack, Director of Institutional Research**

B.A., Chinese People's Public Security University, Beijing, China 1989; M.S., Central Connecticut State University 1998. Currently enrolled in Doctoral of Educational Leadership at University of Hartford. Director of IR, ACC, 1999 to present; Associate Director of IR, CSU System Office, 1994-1999; Instructor of Japanese Language, Beijing International Language Training Center, 1989-1991. Association of Institutional Research (AIR) Nominations and Elections Committee, 2011-2013. NCCCRP Regional Director and Treasurer, 2006-2013. NEEAN Board of Directors, 2007 to present. ConnAIR president, 2005/2006. Connecticut Community Colleges IR Council chair, 2001/2002. DHE Information Task Force Committee, 2000-2002. I serve on Retention Committee, and Scheduling Committee, among other committees on campus. I work with developmental education students. I have a great interest in the implementation of PA12-40 and student success. My deep understanding of CC students and the community we serve, the challenges we face, my skills in understanding data and using information, will add value to FAC.

**CCC**

**Jenny Wang, Director of the Institutional Research Office**

I joined Capital Community College in 2002. I direct operations and activities in the research, review, analysis, and reporting of various data and information used in assessing institutional effectiveness. I served on the College NEASC Accreditation Self-Study Task Force and provide the research and institutional information and data. I also conduct, analyze, and interpret institutional research to support the decisions, planning and development of academic and administrative policies of the College. I chaired the very active system-wide Institutional Research Council and helped system-wide to create culture of inquiry, evidence, and accountability. I was elected and represented Capital Community College by serving on the Standing Advisory Committee to the Board of Governors for Higher Education in 2008 and 2010. I hold a MS Degree from Rensselaer Polytechnic Institute in Management.

**HCC**

**Greg DeSantis, Associate Director of Financial Aid**

As a financial aid professional with more than four years of service here at Housatonic, I would welcome the opportunity to serve on the Faculty Advisory Committee to the Board of Regents. I have worked to become increasingly familiar with the functions of the college and the system through committee memberships, trainings, and communications. I have a background in Higher Education Administration, and years of service in a variety of financial aid offices, along with extensive experience collaborating with other administrative departments, faculty, and the System Office. I believe that I would be an asset to HCC and the Board of Regents in service on the FAC.

### **GWCC**

#### **Kim Shea, Director of Admissions GWCC**

I have been employed by Gateway Community College since 1994. I began my career in the Counseling Office working with welfare mothers who were attending college. I then moved into the Admissions Office and worked as the Associate Director of Admissions before becoming the Director of Admissions. I have been the Director of Enrollment Management since December of 2011 and supervise Admissions, Financial Aid and the Registrar's Office. I taught HDV 104, Strategies for Academic Success at Gateway for approximately 8 years. I am currently Co-Chair of the Staff Council which is part of our governance structure here at Gateway. I was involved in our most recent NEASC review as a Tri-Chair of the Student Standard. I attended SCSU and earned my MSW in 1993.

### **MCC**

#### **T. J. Barber, Director of Student Activities**

I am a 2001 MS graduate of CCSU, I spent 7 years at Trinity College and the past three years as the at Manchester Community College (MCC). I am immersed in governance (both on campus and system-wide) on a daily basis. I would be honored to serve as a member of the Faculty Advisory Committee and would leverage my 20+ years of governance experience and lifelong passion for advocacy to improve communication between our 17 campuses and the Board of Regents. We are on the precipice of tremendous change in the ConnSCU system and in the State of Connecticut. It would be a privilege to advocate on behalf of the faculty and staff of the ConnSCU system as a member of the Faculty Advisory Committee and I would do my best to insure the voices of the faculty and staff is heard throughout the process.

**MxCC** (None)

### **NCC**

#### **Dr. Tom Failla, director of Hospitality Management and Culinary Arts Program and adjunct business faculty**

Norwalk Community College and Pace University; B.A. Political Science, Central Connecticut State College 1973; MBA, University of New Haven, 1989, D.P.S. in management and marketing Pace University, 2008; research interests in consumer and organizational behavior; formerly NCC's director of business and industry services 1998-2009; previously a corporate executive and management consultant 1973-1998; and journalist 1968-1973 covering state and local government in Connecticut; current chair of the Faculty Advisory Committee to the Board of Regents; serves in local government on land use boards from 1991 to present; Stamford Enterprise Zone Commission from 2005-present and the Southwest Regional Planning Agency from 2009-2011. I would like to continue my services as a strategic thinker along with my reasoned and balanced judgment and voice in representing my colleagues before the Board of Regents and the General Assembly.

### **NWCC**

#### **Debra Zavatkay, Registrar**

In my 16 years in higher education, I have demonstrated a passion for student success and retention. Working in a small college environment exposes me to a broad range of student concerns including academic, financial aid, and counseling related services, which allows me to work closely with student service offices and directly with students every day. I currently serve on several college committees including the Academic Policy Committee and Financial Aid Appeals Committee. I have previously served as Secretary of the Professional Senate and Chair of the Tenure Committee. I have served on several system-wide committees and on the national level served on the Enrollment Management & Retention Committee of AACRAO (American Association of College Registrars & Admissions Officers). I am also doctoral student in education which contributes to my understanding of higher education and applicable laws. I believe that my experience and education uniquely positions me to represent student services on the BOR Faculty Advisory Committee.

**NVCC** (None)

**QVCC** (None)

**TRCC** (M. Wichser)

**Meg Wichser, Retention and Transition Specialist, Student Development and Services**

B.A. Sociology, Hartwick College 1976; M.A. Counseling, Colgate University 1983; Graduate Certificate Spirituality, Hartford Seminary 2007. Director, OHE CCSP (Community College Scholars Program), 2011-present; Chair, Title III First Year Review Committee 2010-2011; Chair, Retention Committee, 2008-2009-outcome: faculty advising team for new developmental students in Gen Studies and Liberal Arts/Sciences-program ongoing; Chair, transportation initiative for direct express bus to college from New London/Groton 2012-present; Academic Advising Committee, 2009-present; Governance Committee member, 2010-present. Statewide Community College Retention Committee, 2009-present. Part-time faculty, developmental math, 2009-2011. Higher education administration director positions in residence life, advising, educational program development and assessment 1983-present. As a believer in the importance of process, collaboration and effective communication in outcomes, particularly in times of significant change, I would like to serve as a student services representative to the Board of Regents and the colleagues I would represent.

**TxCC** (V. Hamilton-Brodie)

**Valerie Hamilton-Brodie, Learning Disability Specialist**

Executive member of the Professional Staff Organization and has held the specialist position in the Disability Services Office for the past two years. Prior to working as an LD Specialist, she was a high school educator. Valerie brings to the table a near 20 year history of working in education. Her perspective on what works for community colleges is informed by her experiences as a high school teacher, but also by knowing what it takes to communicate with many different stakeholders. She is passionate about making sure the needs of all students are heard.

Connecticut Community Technical Colleges  
**Faculty Ballot for Faculty Advisory Committee Election**

Two-year term January 1, 2014-December 31, 2015

**The top vote getter will be declared the representative and the runner up the alternate**

**Profiles for Nominees for Faculty Representative Listed by Campus**

*Voting Instructions*

Please vote for **any two** candidates among the following nominees for faculty representative from your grouping of the four small schools based on the number of full-time faculty.

Medium

CCC (M. Thornton)	HCC (B. Richards)	TRCC (L. Rafeldt)	TxCC (B. Brown)
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**CCC**

**Mary Jean Thornton, Management Instructor**

As a senior manager in the private sector, I reluctantly spent 90% of my time in meetings to create our strategic plan, redesign the organization and evaluate new opportunities. I still don't like committees and meetings but I value the Faculty Advisory Committee (FAC) because it: gives faculty a voice within an unfamiliar organizational model and has been critically important in influencing certain policies. I would like to serve another term for three reasons: 1. I am passionate about the unique mission and role of community colleges in educating the citizens of Connecticut; 2. To provide continuity – I was elected to serve on the initial FAC; 3. I know what is required to think strategically and lead change. Can I have your vote?

**HCC**

**Dr. Barbara E. Richards, Professor of Sociology,**

Alternate member, Faculty Advisory Committee; Member, Advisory Committee on PA 12-40 on remedial or developmental education. One of my biggest priorities is quality development education for the students with the lowest placement scores, especially those who came from struggling K-12 schools. Previously, Secretary, Standing Advisory Committee, Board of Governors for Higher Education; Joint Ph.D. in Sociology and Psychology, University of Michigan; Assistant Professor, Yale School of Organization and Management; Member, Board of Aldermen, New Haven; Director, Community-Labor Alliance; Director, Research, Computer Programming and Communication, Hotel and Restaurant Workers Locals 34, 35 and 217; Lifelong volunteer electoral and community organizing work, including: Board, People Acting for Change; founding member, Unidad Latina en Acción; a leader of the successful effort to pass the statewide law allowing children of undocumented immigrants to pay in-state tuition at state colleges and universities

**TRCC**

**Lili Rafeldt, Professor of Nursing**

12 years teaching experience at TRCC. As your representative, I will give faculty a voice by listening to their concerns and suggestions with the ultimate goal of always being an advocate for students' success. My experiences demonstrate my ability to work with students, faculty and administrations in a variety of settings and my dedication to higher education. Committee service includes: Distance Learning, CFT, Tenure and Promotion, Academic Steering, Gen Ed Task Force, emerging TAP implementation, and participation in multiple NLN and NEASC accreditations. I worked as a developer of the Nursing Common Curriculum, to former Faculty Committee Chair of the CT-Common Curricular Nursing Programs. I am a board member of Uncas Public Health and a C2L grant leader exploring transformative learning with LaGuardia Community College and other two- and four-year colleges within our system and the nation. I have also been a faculty member in a NY AD program, and BSN program in RI, and am a secretary for Aura Seura in Voluntown CT. As a certified educator, I am a lifelong learner, listener, communicator, and advocate, and I hope to be your voice!

**TxCC**

**Bob Brown, Professor of History & English**

Also worked in academic administration and public information for the college, where I have been on faculty or staff for 15 years. Academic planning and analysis: Chairperson of Tunxis' successful NEASC re-accreditation efforts in 2001 and 2011. Editor of the college's five-year NEASC update in 2006; Member of the Tunxis Institutional Effectiveness Committee for the past five years. Worked on the subcommittee that developed draft of the college's current strategic plan; worked on the system Transfer Articulation Policy initiative, chairperson of the subcommittee on Historical Knowledge & Understanding; Chaired external team for the History and Political Science disciplines at Naugatuck Valley Community College; Chair of Tunxis' ability-based education committee on World Cultures & Perspectives. Presentations: Board of Regents 2012 assessment conference. Along with three Tunxis colleagues, conducted a presentation on Tunxis' ability-based education initiative. Assessment Conference, American Association of Colleges and Universities, March 2013. Along with my Tunxis colleague, Steve Ersinghaus, and Polly Beals, director of the Liberal Education Program at Southern Connecticut State University, presented on "Core Competencies and Transfer from Associate to Baccalaureate Degrees: Using Evidence to Advance Excellence."

Connecticut Community Technical Colleges  
**Faculty Ballot for Faculty Advisory Committee Election**

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**The top vote getter will be declared the representative and the runner up the alternate**

**Profiles for Nominees for Faculty Representative Listed by Campus**

*Voting Instructions*

Please vote for **any two** candidates among the following nominees for faculty representative from your grouping of the four small schools based on the number of full-time faculty.

Small

ACC (N. Lefakis)	MxCC (J. Wallace)	NWCC (D. Rodgers)	QVCC (E. Pagano)
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**ACC**

**Nicles (Nick) Lefakis, Professor of Accounting**

Presently FAC representative, elected by the 4Cs (Congress of Conn. Community Colleges), since the beginning and served recently on the Presidential Search Committee. I feel this committee has done much work and has seen successful progress. I want to be part of this continued work. I began teaching in the Community College system in August 1979. I am the campus Teaching and Learning Consultant, on the Statewide Center for Teaching, and the Barnes Seminar staff. I have Chaired and Co-chaired the Curriculum and Standards Committee, and served on the Tenure Committee, the Promotions Committee, and the Sabbatical Leave and Professional Development Committee, and Search Committees for Presidents, Deans, Faculty, and others. In the 4Cs served as Delegate, Chapter Co-Chair, on the Finance Committee, having chaired it for over 4 years. I served as Acting Controller for a number of months as well. I am a Planning and Zoning Commissioner in Enfield since January 1992. I served on the Town Council and on the Charter Revision Commission. I am a graduate of Central Connecticut State College (now University), B.S., and American International College (MBA).

**MxCC**

**Dr. Judy Wallace, Professor in Science, Allied Health, and Engineering Division**

Professor since 2001 and coordinator of the Radiologic Technology program since 2003. She has actively served on various campus committees and has collaborated on numerous special projects and initiatives. Dr. Wallace has been the faculty representative to the campus Leadership Team and the chair of the Faculty Forum (similar to a Faculty Senate) since 2007. Professor Wallace has participated in many system-wide initiatives including several U.S. Department of Labor and Health Education Initiative (HEI) grants. She has extensive experience in curriculum development, website development, and in establishing pathway partnerships. She received a Doctorate in Physical Therapy in 2008 from Sacred Heart University, a M.S. in Biology from CCSU, and a B.S. in Allied Health; Physical Therapy from UCONN.

**NWCC**

**Dr. David Rodgers, Professor Accounting, Business, Finance and Economics**

For the past fourteen years, I have been a full-time professor at Northwestern Connecticut Community College, I have experience as both a program coordinator and an acting division director, and served as Vice President of the Professional Senate, which is critical to the college governance. So I am familiar with the culture and operation of the small college community, and will be a vocal advocate for the small colleges. My corporate experience in organizational turnarounds as well as complex restructurings could benefit the restructuring process with which we are challenged.

**QVCC**

**Erin Pagano, Associate Professor of Business Administration**

Ms. Pagano has been in higher education for over 15 years and at QVCC for the past 7 years. She has held key positions at QVCC including member of the College Council, Chair of the Academic Division Council, Co-Chair of Standard 2 and member of the NEASC Steering Committee, and member of the Student Success and Retention Committee. As a business professor, she teaches management, marketing, international business, managerial communications and economics. Prior to teaching Pagano had extensive experience with large scale organizational mergers. Her specialty was budget negotiations and resource allocation.

**Call for Elections for Representatives to the Board of Regents Faculty Advisory Committee**  
***Candidate Names and Profiles Nominated by April 11***  
***Elections Completed by May 9***

Dear Campus Governance Leaders – This is a follow up to our e-mail Feb. 20 in which we requested comment on the proposed Faculty Advisory Council election process. The FAC voted at its March 15 meeting voted to ratify the process as outline in this message and the attached documents. This is official notification to campus governance bodies to begin the election process. Upon reviewing this e-mail and attachments please reply that you have done so and that your governance body will be able to nominate candidates and run elections by the specified due dates or a date that you name soon after the specified date.

Public Act 12-7 Concerning the Selection Process for Members of the Faculty Advisory Committee (FAC) to the Board of Regents (BOR) for Higher Education (see attachment) requires ConnSCU governance bodies at each Connecticut State University (CSU) and Connecticut Technical Community (CTC) College campus to conduct elections for its representatives on the 10-member Faculty Advisory Committee prior to Oct. 1, 2013. The statute provides for the Academic Council at Charter Oak State College (COSC) to select its representatives.

The FAC, under authority of the statute, voted to recommend that the elections take place in the spring 2013 semester. To assist you with this, the FAC has developed guidelines for uniform, fair and open system-wide elections, as specified by the law. Please see the elections table and frequently asked questions (FAQ) documents included with this message for details.

To assure timely completion of the process the FAC recommends candidate nominations be completed by April 11 and the elections take place by May 9.

To assist you the FAC has established the following guidelines to help assure a uniform election process.

We recommend that you begin this process soon by announcing a call for candidates. The due date to return candidate names with a brief 150 word profile of history and qualifications to the FAC is April 11. See the attached table for a breakdown of the categories of representatives and alternates.

At the four state universities, each campus will have elections for three full-time faculty members who will represent university faculty and one individual who will rotate annually as an alternate according to an agreement among faculty governance bodies on the four campuses. An administrative faculty representative and alternate will be selected by an election across all four campuses.

At the 12 community colleges we encourage each campus governance body to conduct a local election before April 11 to select a candidate from the ranks of full-time faculty and a full-time administrative faculty (e.g. job classifications administrators, counselors and librarians and non-teaching administrators). This is the day before the regularly scheduled FAC meeting on April 12. The names and profiles of the campus candidates selected from among full-time faculty at each of the community college campus will then be circulated within the groupings of large, medium and small community colleges that the FAC established to assure balanced representation across large, medium and small community colleges. The names of the administrative faculty candidates will be circulated to all 12 campuses. The FAC further recommends that in voting for faculty across the three groupings that the ballot that the governance bodies use request that voters check the names of two of the candidates listed, presuming more than two candidates are presented in each grouping. The highest vote getter will be the representative and the second highest vote getter will be the alternate. Similarly, the ballot for the administrative faculty representative from across all 12 campuses will request voters make two choices presuming there are more than two candidates. The highest vote getter will be the representative and the second highest vote getter will be the alternate. The aggregation of voting results from the

community colleges will take place at a regularly scheduled FAC meeting following completion of the elections. In May, the FAC is scheduled to meet on May 10.

As previously stated the Academic Council at Charter Oak State College (COSC) will select its representatives.

For background on the FAC, the committee's meeting agenda and minutes are available on the BOR website. <http://www.ct.edu/regents/meetings>. This information and Public Act 12-7 (the text of which follows), describes the duties and responsibilities of FAC and its members may be helpful to you in soliciting candidates and encouraging participation in the elections. In addition, the General Assembly this session is considering a proposal (SB 867) that, if passed in its present form, would grant non-voting seats on the BOR for the FAC chair and vice chair and provide for FAC voting membership on of the BOR's standing committees.

Present members of the committee are: Peter Bachiochi (ECSU), Ilene Crawford (SCSU), Tom Failla (NCC), Catherine Hoyser (COSC), Nick Lefakis (ACC), Patricia O'Neill (WCSU), Mary Jean Thornton, (CCC).

The alternates are: Stephen Adair (CCSU), Lisa Dresdner (NCC), Ted Hale (CCC) Kristen Larsen (COSC), Norma McNerney (NCC), and Barbara Richards (HCC).

Special thanks to the FAC elections subcommittee of Peter Bachiochi (ECSU) and Barbara Richards (HCC) for their time, effort and expertise in developing the draft elections guidelines.

Yours truly

Dr. Tom Failla, NCC, Chair

Dr. Stephen Adair, CCSU, Vice Chair

Substitute Senate Bill No. 42

Public Act No. 12-7

AN ACT CONCERNING THE SELECTION PROCESS FOR MEMBERS OF THE FACULTY ADVISORY COMMITTEE TO THE BOARD OF REGENTS FOR HIGHER EDUCATION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 10a-3a of the 2012 supplement to the general statutes is repealed and the following is substituted in lieu thereof (Effective July 1, 2012):

(a) There shall be a faculty advisory committee to the Board of Regents for Higher Education to assist the board in performing its statutory functions. The committee shall consist of the following members: Three teaching faculty members and one administrative faculty member who provides direct student services from the Connecticut State University System, three teaching faculty members and one administrative faculty member who provides direct student services from the regional community-technical college system and one teaching faculty member and one administrative faculty member who provides direct student services from Charter Oak State College. Such members shall serve a term of two years. If the membership of any such faculty member terminates, the constituent unit that elected such member shall, not later than thirty days after the membership terminates and in such manner as the council determines, elect a faculty member who shall serve for the remainder of the term.

(b) [The] Not later than October 1, 2013, the members of the committee and alternates for such members shall be elected pursuant to a uniform, fair and open system-wide election by the faculty [senates representing] governance body of each of the constituent units they are to represent and, in the case of Charter Oak State College, by a majority vote of the Academic Council at Charter Oak State College. The alternate members of the committee may serve in the absence of the regularly elected member. Nothing in this section shall be construed to require a labor union representing faculty members to participate in any election held pursuant to this subsection.

(c) The committee shall, on a rotating basis among its members, elect its own chairperson and vice-chairperson, one of whom shall be a member from the Connecticut State University System and the other of whom shall be a member from

the regional community-technical colleges, and such other officers as it deems necessary, to serve for a term of two years. The committee shall be deemed to be a public agency within the scope of the Freedom of Information Act, as defined in section 1-200, and shall keep such records as may be appropriate.

(d) The committee, established pursuant to subsection (a) of this section, shall meet at least biannually with the Board of Regents for Higher Education. Agendas shall be prepared for such meetings and shall be distributed by the board prior thereto and shall consist of matters recommended for inclusion by the chairperson of the Board of Regents for Higher Education and the committee. Such meetings shall be chaired by the chairperson of the Board of Regents for Higher Education and the committee members shall have the right to participate in all discussions and deliberations, but shall not have the right to vote at such meetings.

(e) Beginning on January 1, 2012, and annually thereafter, the faculty advisory committee shall report to the joint standing committees of the General Assembly having cognizance of matters relating to higher education and appropriations, in accordance with the provisions of section 11-4a, regarding the performance of its statutory functions and its biannual meetings with the Board of Regents for Higher Education.

Approved May 2, 2012

## ConnSCU Board of Regents Faculty Advisory Committee (FAC) Elections Guidelines

Public Act No. 12-7

Concerning the Selection Process for Members of the Faculty Advisory Committee  
to the Board of Regents for Higher Education  
*Effective July 1, 2012*

1. Statutory requirement that elections of a ten-member committee take place before Oct. 1, 2013
2. Committee Members serve two-year terms Jan. 1, 2014-Dec. 31, 2015
3. Eligibility to serve as a representative or alternate and to vote in the campus elections is for full-time faculty and administrative faculty who provide direct student services at the Connecticut State Universities (CSU) and Community Technical Colleges (CTC).
4. Campus governance bodies solicit candidates and run elections according to the schedule below
5. Ten members (highest votes in each pool) and eight alternates (2<sup>nd</sup> highest votes in each pool)
6. FAC strongly recommends elections be conducted in Spring 2013 semester by May 9, 2013

Candidates and Alternates	Voting Pools
<b>3 Faculty Representatives + 1 alternate *</b>	1. CCSU Full-Time Faculty
	2. ECSU Full-Time Faculty
	3. SCSU Full-Time Faculty
	4. WCSU Full-Time Faculty
<b>1 Administrative Faculty Representative + 1 alternate *</b>	5. CSU Full-Time Administrative Faculty at all four institutions
<b>1 Faculty Representative + 1 alternate **</b> alternate is the second highest vote getter	6. Large CTC Full-Time Faculty <i>GWCC, MCC, NCC, NVCC</i>
<b>1 Faculty Representative + 1 alternate **</b> alternate is the second highest vote getter	7. Medium CTC Full-Time Faculty <i>CCC, HCC, TxCC, TRCC</i>
<b>1 Faculty Representative + 1 alternate **</b> alternate is the second highest vote getter	8. Small CTC Full-Time Faculty <i>ACC, MxCC, NWCC, QVCC</i>
<b>1 Administrative Faculty Representative + 1 alternate **</b> alternate is the second highest vote getter	9. CTCs Full-Time Administrative Faculty (ACLs, non-teaching professionals) at all 12 institutions
<b>1 Faculty Representative + 1 alternate</b>	10. COSC by majority vote of the Academic Council at COSC per statute
<b>1 Administrative Faculty Representative + 1 alternate</b>	11. COSC by majority vote of the Academic Council at COSC per statute

\* At the CSUs each university will elect a faculty representative. By prior agreement, one of the four elected faculty representatives will serve as an alternate on a rotating annual basis as follows: WCSU - 2012; CCSU - 2013; ECSU - 2014; SCSU - 2015. Administrative faculty (members of SUOAF) from all four universities will elect a representative and an alternate.

\*\* The names and profiles of faculty candidates nominated from each community college campus will be sent to the FAC by April 11, which will then circulate the names to the small, medium and large campuses for elections to take place before May 9. Similarly, the names and profiles of administrative faculty candidates nominated from each of the campuses will be circulated to all 12 campuses. In each of these elections the ballots used should request voters indicate their preference for two candidates, presuming more than two candidates are nominated. The FAC will compile the votes and determine the 1<sup>st</sup> and 2<sup>nd</sup> vote getters in each community college voting pool. Campus representatives and others will be welcome to observe the tabulation at a public FAC meeting following the elections. Results will be communicated to campus governance bodies for distribution to candidates, faculty, and administrators.

## Faculty Advisory Committee (FAC) – Elections Process – Q&A

### **1. Q. Does “campus governance body” refer to campus bargaining units, or the various shared governance/senate structures?**

A. The law states that faculty governance bodies will carry out the elections. Governance bodies refer to senates, councils, etc. They have different names on different campuses but they are the shared governance bodies required by NEASC.

Relevant section of law: “Not later than October 1, 2013, the members of the committee and alternates for such members shall be elected pursuant to a uniform, fair and open system-wide election by the faculty [senates representing (deleted)] governance body of each of the constituent units they are to represent and, in the case of Charter Oak State College, by a majority vote of the Academic Council at Charter Oak State College.

### **2. Q. Although the Senate or otherwise named governance body will run the election, am I correct in thinking that all faculty rather than only senators will be asked to vote?**

A. Yes, the law intends that candidacy and voting for the faculty representatives and alternates be open to those people who are eligible to run for the two types of representatives. In the case of representatives of the teaching faculty those eligible to vote would be teaching faculty. In the case of the representative of the “administrative faculty member who provides direct student services” the people holding those types of jobs on each campus will be eligible to vote. The Faculty Advisory Committee (FAC) voted to limit voting to people employed on the campuses full time as full-time teaching and administrative faculty.

### **3. Q. Why aren’t part-time teaching or administrative faculty included in the elections either as candidates or voters?**

A. Although the statute is silent on this matter, the FAC deliberated on this question and voted that only full-time teaching and administrative faculty should participate as candidates and voters.

### **4. Q. Charter Oak State College does not have full-time faculty. Who will be eligible to become a representative of teaching faculty and administrative faculty for Charter Oak and how will the election be conducted?**

A. It is true that faculty at Charter Oak are all part-time, but they are clearly an exception. However, it is essential that Charter Oak have representation given their role in ConnSCU. The statute refers only to faculty and administrative faculty and the law specifies that the Academic Council at Charter Oak will select that institution’s representatives by a majority vote. Therefore a process is already in place to address Charter Oak.

## **5. Q. How many elections need to take place?**

A. At the four universities, there will be five elections for FAC representatives, one at each campus for the three teaching faculty representatives and the one alternate, and one across all campuses for the one administrative faculty member and alternate. By prior agreement one of the four elected faculty representatives will serve as an alternate on a rotating annual basis as follows: WCSU – 2012; CCSU – 2013; ECSU – 2014; SCSU – 2015 and so forth. The administrative faculty representative from the CSUs will be elected from across all four campuses and the alternate will be the second highest vote getter in that election.

At the 12 community colleges, the governance bodies at each of the campuses will hold two separate elections by April 11 on each campus, with distinct lists of people eligible to run or to vote. One election will nominate one person from the campus as a campus nominee for teaching faculty member representative to the FAC. The other election will nominate one person to be a nominee for the position of FAC representative of the administrative faculty doing direct student service.

Please ask each candidate to write a statement of their history and qualifications, to be circulated among voters at your own campus and later among voters system-wide. It is suggested that these statements be limited to 150 words, in order to provide some uniformity in the system-wide descriptions for the elections across campus to take place by May 9.

After the campus votes, the FAC will circulate the candidates' names and profiles so that each campus governance body may conduct voting for faculty representatives among three groupings of four s each organized by large, medium and small colleges as determined by the number of full-time faculty. The purpose of dividing the voting into small, medium and large colleges is to to assure a fair distribution across the community colleges (see FAC Election Guidelines Table).

Additionally, one representative from the ranks of administrative faculty who provide direct student services will be elected from across all 12 campuses. This election should be conducted concurrently with the faculty elections by the campus governance bodies, as specified in the statute.

The FAC determined that the job classifications for eligible administrative faculty in the community colleges usually fall within the ranks of ACLs (administrators, counselors and librarians) and non-teaching professionals as defined under the contracts of various bargaining units. Not all employees in the relevant bargaining units may reasonably be described as providing "direct student service". The governance bodies at each campus have the responsibility of making up lists of potential candidates and voters for this group, as well as for the full-time teaching faculty. Local human resources payroll departments may be a helpful source of up-to-date information for the purpose of pulling together these lists.

## **6. Q. How will the voting be conducted at the 12 community colleges when it comes time to select from among the 12 nominees for teaching faculty representatives and the 12 nominees for the representative of administrative faculty who do direct student service?**

Understanding the need to aggregate votes from across the community college groupings, the FAC is prepared to collect and circulate the names and profiles from each of the campuses after April 11 and then following the voting within the community college groupings compile certified results from each of the community

college governance bodies at one of the FAC's regularly scheduled public meetings following completion of the voting. The process will be open to the public for observation.

**7. Q. Why will the community colleges have one alternate for each of their representatives while the universities will have only one alternate for faculty and one for administrative faculty?**

The law is not specific about the number or allocation of alternates but it does provide for alternates in the event of a member's absence and an election process in the event of a vacancy. The FAC felt that in the case of the universities one alternate would be sufficient since these institutions can readily hold an election to fill a vacancy within the specified 30-day period and because a sidebar agreement already exists among the universities for annual rotation of the alternate. In the case of the community colleges, it's more complex since elections would need to be conducted on four campuses to replace a member from the large, medium or small community colleges and on 12 campuses in the case of the administrative faculty representative. Having one alternate for each of the groupings appears to be a way to fill the gap while an election is organized if there is a permanent vacancy and clarifies the temporary replacement process for any member who will be temporarily absent.

This suggestion was advanced and endorsed by the university members. Also, in practice alternates have no vote while the voting member is present. Therefore, in terms of voting the statutory balance is maintained at four votes for the universities, four for the community colleges and two for Charter Oak State College.

**8. Q. Some campuses don't have governance bodies representing administrative faculty. Who will conduct the election for an administrative faculty representative?**

A. The law specifically prescribes the "members shall be elected pursuant to a uniform, fair and open system-wide election by the governance body." Thus, there is the expectation that these governance bodies will conduct the elections for both faculty and administrative faculty in situations where administrators do not have a governance body. The lists of eligible voters and potential candidates will be different in the two elections but both should be conducted by a legitimate governance body.

**9. Q. Why is the FAC asking community college voters to indicate their preference for two candidates when voting across the three groupings of large, medium and small campuses for faculty and all 12 campuses for administrative faculty?**

This approach increases the probability that there will be broad representation across the community colleges, assuming that all campuses nominate one person to be a candidate for faculty representative and one for administrative faculty representative. The highest vote getter will be the representative and the second highest vote getter will be the alternate.