

**Regular Meeting of the State of CT**  
**Faculty Advisory Committee to the Board of Regents for Higher Education**  
**Minutes**  
**June 14,2019**  
**61 Woodland St., Hartford, CT**

**Present:**

Adair, Stephen, CCSU  
Aime, Lois, Admin Fac, At-Large Rep, NCC  
Cummings, Delwyn, Fac Chair, NVCC  
Esposito, Nicole, Fac, alternate, MCC  
Farquharson, Patrice, Fac, COSC  
Gentry, Susan, Fac, alternate, TXCC

O. Brian Kaufman, Fac, QVCC (phone)  
Richards, Barbara, Fac, HCC (phone)  
Wallace, Judy, Fac, alternate, MXCC (phone)  
Washko, Lisa, Admin Fac, alternate, CCSU (phone)  
Wilder, Linda, Admin Fac, COSC

**Absent:**

Billias, Nancy, Fac, alternate, COSC  
Garcia-Bowen, Myrna, Admin Fac, CCSU, SUOAF  
Lugo, William, Vice-Chair, Fac, ECSU  
Newgarden, Kristi, Admin Fac, alternate, COSC

Owoye, Oluwole, Fac, WCSU  
Shea, Michael, Fac, SCSU  
Thompson, Joy, Admin Fac, alternate, MCC

**Guest:**

Colena Sesanker, Fac, GCC

Meeting called to order by Chair, Del Cummings at 1:03 pm

- Agenda – Patrice motioned to approve, motion seconded and approved unanimously
- Minutes – Susan motioned to approve, motion seconded and approved unanimously
- FAC membership update: Kevin Bechard of MCC, Bob Brown of TXCC and Jennifer Cournoyer of QVCC are no longer on the FAC. Joy Thompson of MCC replaced Jennifer Cournoyer, Susan Gentry of TXCC replaced Bob Brown, and Nicole Esposito of MCC replaced Kevin Bechard.
  - Since elections have occurred at the CSUs for the 2020-2022 term, they can start inviting newly elected members to the meetings at any time.
  - The CCC elections should be completed by October 1, 2019
- There was discussion on who should or should not be on the distribution list to receive documentation, including drafts as well as final documents, from the FAC meetings.
  - The final comment was that we are a public institution and therefore can keep nothing private. All of those who attend these meetings regularly should receive drafts as well as final documentation.
- Archiving of FAC conference presentations:
  - Requests have come in to get copies of the various presentations from past FAC conferences. Should there be an archive of presentations? Recording of presentations occurred when the FAC conference was at Housatonic CC. Not all colleges have the capability to do this. Right now the keynote speaker presentations are recorded but nothing else. It was decided to leave this decision up to the conference organizer since the ability to do this will vary by venue. Additionally, we can direct any requests for specific presentations to the individual or group who made that presentation.
- Legislature Update:
  - Del and William met with Rep. Haddad in May. His main concern was that the No Confidence Votes showed that faculty and staff were not behind the implementation of the Students First proposal. He believes it will be difficult to implement without this support.
  - The Finance Committee projected retirement figures for FY21-22 to be high.
- Structure of HR going forward:

- It was suggested that the fact that HR now reports to each college president/CEO can be a problem. HR leadership is frequently aligned with the other administrators. This might be a concern for someone who has a problem they want to bring to HR.
- A counter suggestion noted that the FAC should not support HR reporting to System Office for a number of reasons which include the fact that there is tension between faculty, staff and the System Office as noted by the recent NC votes. An example was given of a recent issue that was escalated to System Office and the resultant finding was very one-sided. There was a concern about the neutrality of HR regardless of where it is housed.
- The Open Letter to the BOR and the AAUP Letter to the BOR were both presented to the FAC. No questions were asked, and no action was taken at this time.
- The updated FAC Bylaws, as of 6/14/19, were presented. Susan moved to approve, it was seconded, and approved unanimously. A clean copy is attached to these Minutes.
- FAC conference support:
  - Should we ask for funding for the FAC conference from the System Office right now. System Office is not happy with the FAC lack of support. Relations between System Office and the FAC are at a low point. Consensus was, yes, we should move forward with funding request. There are a number of things that need to be in place soon if the FAC conference is to occur next spring.
- New business:
  - Was the FAC IR proposal sent to the BOR? It was suggested that it should have been sent with the semi-annual report.
  - It was noted that Asnuntuck CC has a couple of job postings on their website for Manufacturing Technology Instructors. These appear to be non-faculty positions at the level of CCP14, but they are tenure track, they are listed as “Instructor,” and the job description notes that they will be responsible for teaching math as well as other manufacturing subjects. The concern is that the minimum requirements for these positions include only a high school diploma or equivalent and 10 years of manufacturing technology industry experience. The description goes on to list a couple of other combinations, including a requirement to attend professional development training in the CSCU system if the applicant has never taught before. We are not sure where this would happen since we do not normally teach faculty how to teach.
  - Follow-up question on No Confidence votes, to be discussed further at the next meeting of the FAC.

Meeting adjourned at 2:30 pm

Submitted by,  
Lois Aime