

Capital Community College Senate Minutes – 3/29/18

Attendees: Marie Basche, Stephanie Calhoun-Ward, John Christie, Seth Freeman, Miah LaPierre-Dreger, Sheryl Lee, John McNamara, Guillermo Muhlmann, Daniela Ragusa, Eileen Rhodes, Mary Jean Thornton

Guests: Marsha Ball-Davis, Jane Bronfman, Dawn Bunting, Basia Dellaripa, Marlene Hageman, Stephen Fagbemi, Andre Freeman, Ruth Krems, Kevin Lamkins, Marcus Lawson, Mike Ligon, Margaret Malaspina, Wilfredo Nieves, Josiah Ricardo, Suzanne Rocco-Foertsch, John Thomas, Eric Vargas

Meeting called to order at 2:36pm.

1. Approval of Agenda
 - **Motion: Approve agenda.** M. Thornton, E. Rhodes, all in favor, none opposed.
2. Approval of Minutes from Previous Meeting
 - **Motion: Approve minutes.** M. Thornton, E. Rhodes, all in favor, none opposed.
3. Standing Committee Reports:
 - CAP: M. Ligon, Chair
 - Discussion ensued about rationales for curriculum changes.
 - M. Basche suggested that rationale for curriculum changes should be included with consent agenda items.
 - J. Christie indicated that chair of CAP should give a brief overview of the items on the consent agenda
 - M. Ligon explained that CAP chair may not have enough information to discuss rationale, therefore, faculty experts are asked to attend senate meetings to answer questions about curriculum changes.
 - **Motion: A rationale for curriculum change should be included in each CAP approval cover sheet.** G. Muhlmann, M. Basche, all in favor, none opposed.
 - Nursing curriculum revision proposal
 - M. Basche asked to pull proposal off consent agenda.
 - D. Bunting highlighted several important points about the changes:
 - Last curriculum revision was 2009.
 - System-wide curriculum revisions are done via GAP analysis by region (CC's and baccalaureates) to determine gaps.
 - Determination was made to go to a concept-based curriculum (was not previously at CCC).
 - State requires at least 35 nursing credits plus 30 credits of general education credits equaling 65 credits total.
 - Further discussion ensued about details of proposal.
 - Business and Technology curriculum revision/new curriculum proposals
 - CIS/CSS Certificate revisions
 - Construction Management Degree & Certificate program revisions
 - New Courses: CTC xxx Heavy-Highway Construction Estimating/Practices
 - Humanities new curriculum proposal
 - New Course: Acting 210

- Capital Technology Committee: J. Hummel, Chair
 - G. Muhlmann provided a committee update: A suggestion was made to increase use of “Insight” for academic advising; an isolated cloud-based lab is being set up for cyber security courses; training options are available for using smart classrooms and other instructional media; Room 308 is being set up as customer service lab.
 - College Affairs: S. Rocco-Foertsch, Chair
 - S. Rocco-Foertsch provided committee update: Doris was invited to last meeting to discuss raised concerns about the commencement invocation but was not able to attend. Committee sent her suggestions for a more inclusive invocation speaker. No feedback received yet. S. Rocco-Foertsch will follow up with her in a few days. No updates from Media/Marketing committee.
 - Diversity and Inclusion: S. Lee, M. White, Co-Chairs
 - S. Lee provided committee update: First Check Day went very well, plans to repeat annually. Women’s conference also well attended. More sexual harassment training requested. Five women were acknowledged for their contributions to Diversity and Inclusion committee (A. Lemire, L. Lee, M. Malavé, L. Román, D. Mathis); “Conference of the Young for Child” will be on April 21; posters for an inclusive campus will be available in May.
 - Faculty, Staff and Student Dev: M. Hageman, M. Lawson, Co-Chairs
 - M. Hageman provided committee update: FSSD planning professional day for Oct 4th or Oct 11th (2-3:40 or 4pm). Students will be included. Potential rotating round table topics: college governance; student government; diversity and inclusion; the compassion project.
 - Discussion ensued about potential format and participants.
 - Planning and Review: A. Freeman, Chair
 - A. Freeman provided committee update: A survey to get input from faculty and staff about strategic plan will be sent to campus in the next week. Meeting will be scheduled for interested faculty and staff to discuss next stage of the plan.
4. College Leadership Changes - Discussion about Senate Leadership Profile Memo and subsequent meeting with President Nieves
- S. Freeman explained that the leadership profile memo was developed in Senate Executive Session in order to develop a timely document for President Nieves to consider as he selects replacements for interim leadership positions (Academic Dean and College President).
 - W. Nieves reported that On March 26th at a meeting with BOR and FAC, a document was presented that talked about the “eminent departure” of a president. There was discussion of potential implementation of a model similar to MXCC on an interim basis (joint Academic Dean and Campus Administrator). This language was similar to language in BOR report sent to NEASC. W. Nieves plans to meet with President Ojakian in mid-April.
 - Discussion ensued about how system-wide leadership changes have been implemented to date with no clear model being used consistently: The MXCC model seems to be most in line with Students First overall plan. Concerns were raised about the process being used to effect leadership changes on individual campuses. Discussion about interim changes v/s long-term changes also ensued.

- J. McNamara indicated that SB-214 has been proposed to require all CSCU proposed changes to be presented bi-annually to the CT legislature prior to any implemented changes in the CSCU system.
- S. Freeman led discussion about whether Senate should meet with President Ojakian to discuss his ideas about leadership changes at Capital and whether the College Senate could have a voice in the decision-making process. M. Thornton suggested that it would be an important opportunity for the Senate and clear objectives should be developed for meeting. G. McNamara suggested that the Senate's leadership profile memo should be the starting point for the conversation. W. Nieves supported the idea of a meeting between the Senate and President Ojakian.
- **Motion: College Senate will request a formal meeting in executive session with President Ojakian to discuss interim leadership changes at the college and the Senate's proposed leadership profile. The Senate will send a memo to the college to request input for the meeting.** G. Mulhman, M. Basche, all in favor, none opposed.

5. Consolidation Updates

- E. Rhodes reported that the Academic and Student Affairs Students' First (ASASF) consolidation meeting has met twice so far. New mission and vision statements have been voted on and circulated across the system. Three requests for additional committee members have been made:
 - Each campus should elect a rep to serve on Shared Governance workgroup (April 20th). The term would be May 1, 2018 – June 1, 2019. Committee will develop a one-college governance plan.
 - **Motion: College Senate will request a faculty volunteer to participate in the Shared Governance workgroup.** G. Mulhman, M. Basche, all in favor, none opposed
 - Each campus should elect a rep to serve on the ASASF consolidation committee. The ASASF committee currently has 42 members and plans to add 12 faculty members (one from each CC).
 - **Motion: College Senate will request a faculty volunteer to participate in the ASASF.** G. Mulhman, S. Calhoun-Ward, all in favor, none opposed
 - Each CC will elect a rep to serve on the General Education workgroup. W. Nieves indicated that J. Christie was his nomination.
 - **Motion: College Senate supports John Christie as the General Education CCC rep in alignment with nomination submitted by W. Nieves.** G. Mulhman, M. Basche, all in favor, none opposed
- S. Freeman suggested that there be a campus election for remaining positions.

6. Lab School Closing

- W. Nieves reported that the College will go into next academic year with a \$1.4 million deficit and much uncertainty with the planned CSCU merger. Campus leadership met with Lab School faculty last week to inform them of decision to close the Lab School. Faculty will be retained in other areas of the college. Similar closures have taken place at other colleges in the system (MXCC, TRCC, NWCC). Options will also be explored to work with community partners and outside agencies to work with children who will be impacted by this closure.
 - In Funding Year '17, Lab School expenses = \$388,240 and revenues = \$17,107

- W. Nieves and S. Fagbemi strongly emphasized that the closure is not reflective of the valuable, effective, and passionate work of the Lab School Faculty or Staff.
- S. Fagbemi reported that discussion and deliberation took place among department members since the beginning of the academic year to discuss this issue. Faculty in the Lab School were asked to submit a proposal to offset extensive expenses. This was submitted and additional discussions took place with S. Fagbemi to brainstorm additional strategies, however, various factors and mandated requirements made it difficult to resolve the financial challenges.
- G. McNamara reported that the Lab School was established in 1975 (43 years ago) and the College received \$50,000 endowment gift to name the facility that was matched by \$75,000 in matching grants from state and federal Title III grants, bringing the total to \$125,000.
- S. Fagbemi further added that when the Lab School was founded, it was intended to be a model for the ECE program. Since that time, other areas of the college have used the Lab School. Also, extensive discussions took place with various faculty and staff that will be affected by the closure regarding how they will be supported equitably in the future and future opportunities for faculty to continue to interact with the children from the Lab School will likely be available through other avenues.
- S. Rocco-Foertsch explained that the lab school provides an opportunity for CCC students to observe children. It is also identified as one of several options for student observations in the NAEYC accreditation for ECE. Success stories about the Lab School and examples of positive impacts on students, faculty, and staff were shared.
- M. Basche suggested increasing future campus discussions about childcare needs.
- M. Thornton argued that the Lab School is part of the fabric of Capital and communications about the closing need to be strategic in order to not add to anxiety and concerns currently being experienced by the campus in light of the system merger.
- Additional discussion ensued about the childcare needs of faculty, staff, and students and advocacy about thoughtful next steps for the future of the facility.
- Additional discussion ensued about the College's strategic plan, the College's projected budget deficit, and potential disconnects between budget planning decisions and strategic planning.

7. Old Business

- S. Calhoun-Ward reported that she reached out to W. Arnum to remind the Student Senate that a student senator is always welcome to attend the monthly College Senate meetings.

8. New Business

- S. Calhoun-Ward reported that concerns were raised by members of the college community about the Human Resources vacancy that was recently announced.

9. Executive Session (not held)

Meeting adjourned at 5:03pm.

Respectfully submitted by Miah LaPierre-Dreger