

## FAC Resolution on Principles of Respect

*1/ Respect the distinct missions of the colleges and universities:* The Board is required to provide an annual report to the legislature, which is not currently being done, to indicate how this proviso of Sec. 10a-1c is being fulfilled. In the rush to implement Students First, the Board has neglected this statutory requirement, and has unduly focused on personnel and budgetary rearrangements at the college level.

*2/ Respect the autonomy and integrity of the constituent institutions:* The CSCU system is a system of six institutions: the four CSU universities, Charter Oak state college, and the now consolidated CT Community College. Each of these constituent units are capable of providing degrees to students. We recommend the system of systems or federated approach which combines respect for the autonomy and integrity of the constituent units with coordination and leadership from the central administration. Policy should be based on consultation and consent of the constituent colleges and universities; command and control due to over-centralization must be abandoned

*3/ Respect shared governance:* This implies a willingness to fully take into account the expertise of faculty and staff, and to focus on mutual agreement rather than imposed resolutions to make needed changes in the system. The history of Students First has been one of management assertion rather than collegial cooperation, to the detriment of the educational experience of students, and career satisfaction of faculty, staff and administrators.

*4/ Respect faculty control of curriculum and pedagogy:* While administration has control of matters such as budget and senior personnel, faculty must, by dint of their expertise, control curriculum and pedagogy - subject to final approval and funding by administration. Imposing courses such as CS-101 or the forced “alignment” of diverse programs for the sake of uniformity destroys the very foundation upon which the CSCU constituent units are based – the classroom, laboratory, seminar and other experiences to which students participate and which faculty prepare and lead.

*5/ Respect the relation between the CSCU leadership and System Office staff, the Board, and the constituent units (colleges and universities):* Currently the relationship is to a large extent a top-down one of the CSCU executive deciding on a policy, its System Office staff preparing a resolution with accompanying report that is submitted for approval by the Board, which is then imposed on the constituent units (eg the Feb. 2020 financial recission resolution and the recent June 2022 budget remediation and academic program review/planning resolution). This top-down process needs to be reversed, especially on issues related to curriculum and other matters covered by local autonomy of constituent units, with the System Office staff limited to technical assistance upon request.

*6/ Respect the role of the Faculty Advisory Committee:* To properly “advise and assist” the Board, as is required by section 185 of CT statutes creating both the BOR and the FAC, the following should be implemented

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- (a) continue the biannual joint BOR/FAC meetings established after FAC request and currently being implemented;
- (b) include a regular FAC agenda item at BOR meetings so that FAC leaders can clearly enunciate concerns and proposals;
- (c) count the FAC chair and vice-chair for quorum and votes at committee meetings (eg: ASA and Finance/Infrastructure) so they can amend and improve resolutions to be presented to the Board even if they do not have a vote at Board meetings. This will significantly improve communication and consultation, upon which basis alone cooperation and trust can be built.

Approved unanimously by the FAC, Friday, Oct. 13, 2023