

No Confidence Resolution in CSCU Chancellor Terrence Cheng

Authoritarian Management and the disregard for shared governance and transparency

Whereas Chancellor Cheng has ignored traditional shared governance protocols.

- The CSCU system office forced an academic planning review process onto all CSCU campuses with zero faculty input, unrealistic goals and timelines, that produced a largely unusable product, wasting thousands of hours of faculty and staff time across the system;
- Interim campus presidents are now appointed without a search or input from faculty & staff.
- An ECSU presidential search committee was formed with no representation from ECSU (a change occurred only after [significant pressure from the ECSU senate](#)).
- New CSCU presidential search policies remove all decision-making authority from campuses.

Whereas the CSCU system office continues to create and hire new positions at high salaries, without the necessary searches and procedures to carry them out, in violation of shared governance and BOR past practices (while also simultaneously demanding significant budget cuts from CSCU institutions);

Whereas Chancellor Cheng refuses to work with CSCU institutions in good faith.

- on September 5, 2023 the ECSU University Senate [passed a resolution](#) expressing concerns about the Academic Planning Process and offered reasonable solutions to address their concerns but received no response.
- On September 19, 2023 the ECSU University Senate [passed a resolution](#) expressing concern about no representation on the ECSU presidential search committee, as well as who was chairing the search committee. Ultimately, we were given token representation that would be easily outvoted to whatever interests were expressed by the system office, and our concerns about the chair were ignored.
- On October 23, 2023 the ECSU University Senate president [sent an email](#) to the BOR expressing concern about the NDA he was asked to sign. There were ten overly broad restrictions on the NDA, and the Senate President asked for two of the restrictions to be removed so he could report back to the senate as to the status of the search. The Senate President was told the changes “cannot be accepted.”
- On October 31, 2023 the ECSU University Senate [passed a resolution](#) expressing concern about presidential candidate finalists not visiting campuses, as has always been past practice and in the interest of shared governance. Unfortunately, this past practice will not be continued.

Whereas CSCU is a public higher education entity required to be transparent both as a state agency AND as a [standard for NECHE accreditation](#), yet transparency is not a priority within the CSCU system office:

-Many CSCU administrators and members of presidential search committees are now required to sign [NDAs \(non-disclosure agreements\)](#) which limit both transparency and accountability- despite the fact that there are already confidentiality agreements in place for CSU faculty and staff that allow transparency and accountability to take place.

-Preventing faculty, staff and students from having public forums [to meet potential presidential candidates](#), despite all four CSU Senates passing resolutions and/or motions to endorse such forums ([CCSU](#), [ECSU](#), [SCSU](#), WCSU).

Lack of financial accountability and due diligence

Whereas the consolidation of the community colleges and the mismanagement of the merger has created financial and structural instability for the entire CSCU system, [fueling massive enrollment declines](#) at CT State, but [not other CSCU institutions](#) or [nearby community college systems](#);

Whereas the Chancellor fails to take any accountability for the problems within the CSCU system, but rather blames the institutions themselves;

Whereas Chancellor Cheng has consistently eroded the autonomy of CSCU institutions, including the ability of campus leaders to independently engage the services of outside contractors at their discretion;

Whereas Chancellor Cheng failed to secure adequate funding through the disastrous CSCU 2030 plan, which has led to [significant staff reductions, cuts in student services, and tuition increases throughout the CSCU system](#), while simultaneously ballooning the CSCU system office budget, yet unable to fully explain where all the money has gone.

Whereas there is a total lack of transparency with internal and external stakeholders by CSCU and CSCC as evidenced by [countless claims and lawsuits](#) citing abuses of power, mismanagement of taxpayer money, acts of retaliation, discrimination, and an intentional creation of a work environment that is based on intimidation to silence faculty, staff, and administrators who might raise concerns.

Resolved, that the ECSU University Senate, as the representative body for faculty and staff of Eastern Connecticut State University, votes No Confidence in CSCU Chancellor Terrence Cheng.