Office of the Faculty Senate
Faculty Senate Minutes
Tuesday January 24th 12:15-1:40pm A326

Present:
A&S: Larry Gould, Anne Pidano, Bryan Sinche, Erin Striff, Paul Siegel, Bin Zhu
Barney: Daphne Berry, Narendar Sumukadas, Jerry Katrichis
CETA: Seth Holmes, Akram Abu-aish, Ying Yu
ENHP: Lucy Richard, Michael Winstead
Hartt: Cherie Caluda, Warren Haston, Peter Woodard, Steve Davis
HAS: Zee Onuf
Hillyer: Jonathan Daigle, Scott Scribner
Staff: Ben Ide
SGA: Katie Fumosa
President: Walter Harrison
Provost: Fred Sweitzer
Interim Vice President Institutional Advancement: Kate Pendergast
Non-Senators: Jane Horvath

Absent:
A&S: Michael Walsh
Barney: Malek Lashgar,
CETA: Ted Sawruk
ENHP: Adam Goodworth, Lisa Zawilinski,
Hartt: Justin Kurtz
HAS: Power Booth, Michael Vahrenwald
Hillyer: Elena Cheser, Paula Alderette

Tuesday, January 24, 2017

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<th>Agenda Item</th>
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<td>12:15</td>
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<td>Convene:</td>
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<td>• Akram Abu-aish and Jerry Siegel volunteered to help with senate farewell for Walter in April.</td>
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<td>• Need an appeals committee for P&amp;T: 2 recommended by Senate (do not have to be on Senate, but FT faculty), 2 are appointed by President, 5th determined by committee.</td>
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| 12:20       |
| President: Walter Harrison |
| [Link](https://ensemble.hartford.edu/Watch/j3W5Lpo6) |
| • New President, Gregory Woodward. Opportunities to meet him in the spring. |
| • New VP and General Counsel –felt it was imperative to hire new counsel before new President begins, so he would not have to hire new provost, athletic director, and new counsel. New Counsel is Maria Feeley, whose background includes |
working at the Philadelphia firm, Pepper Hamilton. Maria was involved in cases such as the UPenn Jerry Sandusky trial and the BP Oil spill case.

- Sanctuary Campus-we already follow the policies that describe Sanctuary Campus. What would we gain- political visibility with international students, to signal welcoming environment. Reverse is true as well, may have negative impact as well.

Discussion and Questions:

- New counsel has criminal and civil experience. Investigating on behalf of Penn State with Sandusky trial and BP Oil spill.
- Sanctuary Policies: many of the policies are already implemented on campus, but perhaps they could be institutionalized. Is there a way to make these policies more public to faculty/students?
- Discussion of registering online and being asked if one is American. Question of declaring or not. Not as exact as when applying from outside the country when student must apply for visa. When registering for an online course, first question is: Are you American? Can declare or not. Rigid rules when applying from outside country and have to apply for visa. RJ planning on changing form, so do not have to answer that question. We do not know what a Trump Administration will do re foreign students from Islamic countries.

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- Complimentary letter back about NEASC mid-term self-study: self-study focused on strategic plan. Nothing new added that we didn’t know already.
- Recommendations for senior advisory committee since we have so many interim positions. Also, recommended increased diversity in hiring.
- Update on union, vote on Dec. 23rd. 278 favor- 230 against. There were nearly 500 out of~ 850 total. Collective bargaining will begin soon and may take a year or longer before having an agreement.
- Contracts going out without merit raises. Normally Regents vote on the pool for merit in November, but that did not occur in 2016. The next date to put merit vote in front of Regents is Feb. 24th. Contracts need to be signed by March 1st. Impossible in that time period. Contracts will have promotion raises only. Within 6 weeks, a letter will go out with increases for everyone else. As usual, increases will be effective in August.
- Struggling for classroom space. Programs that are growing fastest need dedicated space. Exploring eliminating “happy hour”. Benefit would be the addition of 5 classroom spaces. Dependent on noon hours for shared governance, etc. Will put together a group to discuss alternatives to happy hour. Need for new programs for growth: 4 new undergrad programs in gestation phase. No internal resources to know where those opportunities should come from. Education Advisory Board in DC working the next 10 months to analyze the external landscape (Northeast and mid-Atlantic). Talking to employers and data bases. Looking at our campus and put those two together and come back with recommendations. Putting together a steering committee. Not an exercise to cut any programs but only to add.
Discussions and Questions:
- Adjunct faculty salary increase? Nothing in place right now. Nothing to be done until union decision. Current awards, salary, benefits stay the same for adjunct professors.
- Houses selling across the street and representing realtor used to work here. How is that decision made? Fred will find out.
- With crunch for classrooms, why not use the houses that are being sold off. Or even use for offices. The upkeep is a million dollars – 2 houses. Decision to defer maintenance on those houses, so being sold. We have the acreage on campus to build, but not the money.
- Soon we’ll have word about overtime of part-time faculty.
- How does happy hour impact students? According to SGA representative, this is the only guaranteed free time for communal dining and meeting times.
- In searching for additional undergrad programs, can faculty add worthy programs? Advisory Board will be seeking info from faculty.

1:10

Interim Vice President of Institutional Advancement: Kate Pendergast
https://ensemble.hartford.edu/Watch/w9P7Xmx6

- Explanation of how the office is structured and status of fundraising.
- Housed in Handel Performing Arts Center on Albany Ave.
- IA is responsible for fundraising and alumni relations.
- Events are controlled through IA which has external data base. Can work with faculty, students, and staff on special events and messaging. IA making University relevant to alumni careers and employers. Emphasis on reconnecting the real world back into the classroom.
- Fundraising: $10 million Scholarship Campaign and have already reached $10.8 million. Campaign is timed to end June 30th to coincide with Walt’s retirement.
- Library campaign over the last three years: (10.6 million renovation, of which $7 million was funded through the university refinancing their debt). IA raised over 5 million.
- Fuller@ Fifty- in final phase of renovating Millard Auditorium. Quiet phase of renovating Barney (private phase has reached 70% of goal reached and soon to go into public phase).
- Harrison Fund/Faculty Development Fund: new fund set up for faculty conferences, projects, etc. (500,000 in last six month). Endowed fund of 4% per year. Donor began this fund and signed specific use agreement. Need to go back to donor(s) and review wording.
- IA deals with IRS regulation. Deciding what is a charitable gift, have to know what is up to code with IRS regulations.

Discussions and Questions:
- Concern over low alumni giving. Only 5% of alum make a gift of any size. It was 4.2% the year before. There have been changes the way alumni are counted. Can
discount alum who have not been contactable for 20 years, never gave or never came to event. Then, base goes down, so percentage may increase slightly.

- A study was completed recently with Quinnipiac, Ithaca, Stony Brook, Hofstra in keeping with sister universities. This is a different demographic than Trinity, Wesleyan, etc. who have ingrained family histories of giving back to private colleges/universities. Have never been above 5%, not moving the overall contribution rate.
- Plans to create self-sustaining alumni network. Alumni are more affinity-based than class-year based.
- Express to Success is a job shadow opportunity. If deans ask about creating relationships i.e. management, insurance, then look into data base to contact future employers.

| 1:25 | **Staff Representative: Ben Ide** |
|      | Special session with Arosha regarding Compensation Initiative and discussions to resolve special compensation issues. |
|      | Karen Sullivan spoke at SGA meeting about adult academic students. |

| 1:30 | **SGA Representative Katie Fumosa** |
|      | First senate meeting next week; charity events taking place in March. Anticipating activities for senior week. |

| 1:35 | **Other Committee Reports:** |
|      | P&T |
|      | Jon Daigle offered to be on P&T Committee. |
|      | Michael Wininger recommended Mary Gannotti from ENHP as second P&T Committee. |
|      | Environmental/Sustainability met in January and working on initiative for non-smoking. Getting students involved along with supporting art projects from HAS and architecture projects from CETA. Hook it up to recycling. The roll out will happen this Spring. Comment from senate about need for battery recycling areas on campus. |
|      | A&N |
|      | TLT-deadline Friday, Jan. 27th. |
|      | Coffin completed with letters going out today or tomorrow. |
|      | FA- Absent |
|      | Diversity: Met in December and waiting to hear from various faculty meetings. It’s on agenda in A&S, but other colleges need to put advisory vote on agenda. Possible that diversity issue may need two separate votes. |
Thursday, January 26, 2017

Present:
A&S: Larry Gould, Ann Pidano, Paul Siegel, Bryan Sinche, Erin Striff, Michael Walsh, Bin Zhu
Barney: Daphne Berry, Jerry Katrichis, Narendar Sumukadas
CETA: Akram Abu-aish, Seth Holmes, Ted Sawruk, Ying Yu
ENHP: Lucy Richard, Michael Wininger, Lisa Zawilinski
Hartt: Cherie Caluda, Steve Davis, Warren Haston, Justin Kurtz, Peter Woodard
HAS: Zee Onuf
Hillyer: Paula Alderetter, Jonathan Daigle
Staff: Ben Ide
Associate Provost and Dean of Graduate Studies: Clark Saunders
Director of AUC: Caryn Christensen
Director of SAS: Nick Pinkerton

Absent:
A&S
Barney: Malek Lashgari
CETA
ENHP: Adam Goodworth
Hartt
HAS: Power Boothe, Michael Vahrenwald
Hillyer: Elena Cheser, Scott Scribner
SGA: Kevin Contreras, Katie Fumosa

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12:15  
Reconvene:
- Need two more senators or non-senators for second P&T Committee. There are two appeals, so need two committees. Committee will determine when to meet. Clock has started. Have 5 days to identify members of committee.
- Paul Siegel and Ted Sawruk volunteered for second appeals committee. Total of 4: Jonathan Daigle, Mary Gannotti, Paul Siegel, Ted Sawruk

12:20  
Discussion and Votes:
December Minutes:
Approve: 18
Do not approve: 0  
Abstain: 4

December Curriculum Committee Report:
Approve: 21  
Do not approve: 0  
Abstain: 2

January Curriculum Committee Report:
Approve: 23  
Do not approve: 0  
Abstain: 1

By Laws- Summer Authority
Approve: 21  
Do not approve: 2  
Abstain: 1

FPM Vote: Tabled until presented to colleges in February.
Approve:  
Do not approve:  
Abstain

12:40  
**Associate Provost and Dean of Graduate Studies-Clark Saunders**

- **FPM Language Change:** Clinical Applied Faculty come in with 1 or 2-year contract. After last contract year there is evaluation. Then, if successful, there is a second 3-year contract presented (refer to 4.6 in FPM). If not, no reappointment, but required to give 12-month notice. In other words, in second academic year, then a one-year contract. Point # 3 in FPM should be taken out because it looks like it’s an option for everyone. Only an option for 2-year contract, not 1-year contract (no reappointment). Suggestion to create one sentence. Suggestion to separate out results of 2-year contract vs. 1-year contract. Came to consensus for need to be crystal clear, perhaps creating a table. Will come back to us for approval before COD. Need a first read before voting.

- **Disclosure:** Director of Internal Audit, Laura Mosgove, concerned that graduate application should have disclosure statement like it appears on undergraduate application. Reduce exposure to University and identify anyone who might be harmful to community. Brought to graduate council. Issues brought up: when does disclosure prevent someone’s admission. This issue had been brought up by senior administration last spring ’16 when charge went to Admissions, Rick Zeiser, to come up with policy if someone discloses misconduct, felony, or worse. Then policy can be reviewed by arbiter or higher body to decide, but structure is not in place right now.

**Questions and Discussion:**
- There will be some level of question on application as it is on undergraduate.
- Doesn’t it make more sense to remove from both application until we have a decision?
- Can’t have it on and take it off again-becomes legal question.
• There is legislation that employers cannot ask that question, so how can we legally ask that question about prior convictions?
• We have people in residence and employers don’t.
• If have felony, more inclined not to acknowledge it.
• The most important factor is to not expose university.
• Potential racial bias in asking these questions.
• Clark is not on the body creating policy.
• If student has violation while enrolled, then policy states that’s cause for immediate dismissal.
• Where is information held? We don’t know yet. Who will be making the decision is primary charge of this committee. Is there faculty on this committee? Don’t know, just know it’s the admissions office who has been charged. Believe to be staff, but Clark will investigate.
• Since this policy is on undergrad app. Is there a precedent for policy?

**Airbnb Question:** Reimbursement of Airbnb instead of hotels. Not reimbursing for Airbnb because of liability. FSA decided that not eligible for reimbursement. Budget sensitive time, so there are deans saving money in travel. Insurance carrier said they won’t offer liability protection for Airbnb or other at-home stay services. Too many variables.
  • Seems to be general counsel question, but contract is with insurance. Suggestion that needs to be part of policy.
  • Can be reimbursed for Uber and Lyft.

1:10  **Director of AUC: Caryn Christensen/Kat Owens**

**Revising AUC to UIS:**
  • Kat Owens is creating new RFP; she is taking over from Caryn.
  • Change from 5 categories to 4 with courses resorted.
  • Students asked to take 4 courses for breath of education. No longer old fashioned distinction between Western heritage and other cultures. Out of 5 categories only western heritage was eliminated. This course and others were funneled/resorted to other areas, such as History and Culture and Art and Literature of other Cultures.
  • More T-category, 3-credit courses in technology and science, such as cyber security. Need to grow these T courses, 3-4 credit (lab) courses.
  • Category change now allows student to take course more aligned with their major.
  • Diversity component: world cultures, gender identity, gender and race, income inequality. These are distributed throughout the categories and required to take at least one. Developed these diversity courses from old C courses and added new ones about gender and human rights.
  • Take effect fall of 2018 which gives time to grow AUCT courses.
  • Envisioning new ones –that’s what the RFP process is all about.
  • Asking colleges to vote on these structural changes, not to dissolve AUC.
  • Anne has contacted all deans to make sure that they include this item on agendas for February college meetings. Kat or Caryn or a member of the advisory board will be at each college meeting in order to explain new system.

**Questions and Discussion:**
  • We’ve had 23 proposals for RFP (in addition to the existing 4 in place) from all across the university. Amount of courses may evolve down the line and increase
number. Practical format right now, need additional 3-credit T’s and additional A’s. These are topics that students are asking for.

- Big program -240 sections a year. Looking to have multiple sections. Out of 5 categories which one was deleted: Distinction between western heritage and other cultures that was somewhat dated. Others resorted to History and culture, some gone to Arts.
- Team teaching will be an option. More of that just as the original team teaching model which was called dispersed teaching model. Shared space from the original 1987 model doesn’t work logistically in today’s university.
- Several faculty with interdisciplinary degrees.
- RFP deadline has past. It’s been rolling with a few proposals in the last 48 hours. It’s ongoing so keep discussing and presenting. Hope for website to exchange ideas. Several proposals about trying to pair up among professors.

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<td>Suicide Prevention Initiative in Counseling Center</td>
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<td>Suicide is second leading cause of death for college students- 10% across the nation in one year’s time will have suicidal thoughts which are on the rise. Actual suicides are not rising.</td>
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<td>Presentation can be 20 minutes to 45. If you have a planned absence, this would be a valuable program to put in place. Send an email to see if we can come out and present to class.</td>
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<td>Email about initiative will be sent out to broader faculty in near future. Please spread the word about what we are trying to do.</td>
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Questions and Discussion:

- Many universities counseling offices are oversubscribed. Numbers of students waiting to be seen are on the rise across the nation. We manage to see everyone who needs to be seen as soon as possible. We have avoided wait lists and have abandoned the fixed session model.

1:40 Adjourn