Present:
A&S: Roger Desmond, Larry Gould, Anne Pidano, Paul Siegel, Bryan Sinche, Erin Striff, Michael Walsh
Barney: Jerry Katrichis, Irina Naoumova, Narendar Sumukadas
CETA: Akram Abu-aisheh, Seth Holmes, Ted Sawruk, Ying Yu,
ENHP: Lucy Richard, Michael Wininger, Lisa Zawilinski
Hartt: Cherie Caluda, Warren Haston, Justin Kurtz
HAS: Zee Onuf
Hillyer: Paula Alderette, Jonathan Daigle
Staff: Ben Ide
SGA: Katie Fumosa
President: Walter Harrison
Provost: Fred Sweitzer
Regent: Lucille Nickerson
Non-Senators: Jane Horvath

Absent:
A&S: Malek Lashgari
Barney: Steve Davis, Peter Woodard
CETA:
ENHP:
Hartt: Elena Cheser, Bilal Sekou
HAS:
Hillyer: Paul Alderette, Jonathan Daigle
SGA:

Tuesday, November 15, 2016

<table>
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<tr>
<th>Agenda Item</th>
<th>12:15</th>
<th>Convene</th>
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<tr>
<td>12:20</td>
<td>Regents Chair: Lucille Nickerson</td>
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Chair of Regents since May 2013 and has devoted two years to studying the search process. Search kicked off a year ago on website along with info about process. Search committee formed at that point.

- Susan Fitzgerald is staffing the search team.
- Search is going well; started with vast array of strong and weak candidates.
- Contacting people who have stature in higher education and persuading those that aren’t looking, so not just considering applicants. Need to recruit them to want to come to us.
• Diversity of education at Uhart is an attractive feature.
• Understand desire for open visits. Unfortunately, in today’s climate, university can’t comply with open visits.
• Another way to broaden the scope of the interviewing process is as follows:
  o Each finalist will come for one day and have opportunity to meet representatives from senior administration: president, provost, deans from each college, faculty senate officers. Faculty reps from each college, as well as staff, and students.
• Confidentiality pledges are required from each representative in order to participate.
• Survey instrument will be put in place that will supply input for representatives regarding finalists, whether or not they are a cultural and institutional fit.
• This will be happening over next few months as we are finalizing candidate choices right now.
• This provides a broader group who can also help to sell the institution.
• Portal on website is still open to accept comments. Welcoming feedback from community.

Q&A:
• Q: Thought we’d have candidate in next few months. This new committee seems to be late in terms of date.
  A: Hard to set definitive date. Many moving parts and trying to meet legitimate needs of candidates. Adding new people to pool, as well as trying to work with candidates that we have right now. Between now and the New Year (2017) there will be one-on-one interviews for finalists.
• Q: Do presidential searches ever fail?
  A: Do not read much about failed searches, but it’s possible. Some people being recruited are not looking or they’re looking at other institutions, so we’re in competition. Other institutions are promising confidentiality, so we don’t want to lose them because of that clause.
• Q: Meetings with one-on-one candidates. Will those meetings allow for direct feedback?
  A: Survey mechanism will come to them.
• Q: How do the regents view this confidentiality with principles of shared governance?
  A: Feel it is inclusive since including broad array of folks.
• Q: Faculty on search committee are distinguished, but they are from the smaller colleges.
  A: A&S (your Chair of Senate) will be another representative.
• Q: Are campus visits compulsory?
  A: Most will meet near campus and include campus constituents (referred to as airport visits).
• Q: Why the current emphasis on confidentiality?
  A: Social media and market demands it. This is the practice these days as information can go viral so fast.
• Q: Thank you for coming. There has been intense discussion in last month. What is your perspective as far as our being able to influence the process. If faculty came to find that process was inconsistent with shared governance, what is the recourse?
- A: Our ability to attract the very best people depends on the faculty being open-minded. The lifeblood of institution is dependent on all of us to be as attractive and thoughtful as possible to candidates. Best candidates have other choices. Urge you to urge colleagues to let us know what they don’t like and we’ll try to work with that. We are positioned for greatness in the future and can do this together.
- Q: Going back to when meetings were first starting. There must have been push back from faculty with consultants about this process. How do consultants deal with states that do not have confidentiality?
- A: Everyone’s been concerned from beginning. If you’re in a state with open process like U. of Michigan, different dynamic. Our competition are the schools with whom we always compete in terms of students, faculty, etc. There are normally 200-300 schools in search at very same time, all promising confidentiality. Some candidates from the beginning won’t submit credentials if there is not a promise of confidentiality.
- Senator statement: HAS met and discussed. We accept and support the process and want the best candidate possible.
- Q: With additional searches going forward, if there is a provost search, will that look the same?
- A: Hard to answer. Hartt Dean was open search. Where the cut off is, not sure. Understanding is that with presidential search, it becomes highly confidential, but perhaps not at provost and dean level.
- Q: Received a letter from Earlham College asking to join with them in search process. They have to be open since religious institution.
- A: Not familiar with Earlham College, so cannot speak to that question.
- Q: Did three faculty members on search committee express concern over the fact that the process was so closed?
- A: Three faculty on search committee understood it. Consistent from my perspective.

12:50  President: Walter Harrison  President: [https://ensemble.hartford.edu/Watch/Sa6g2C7G]

- Two items to talk about:
  First-several emails received and articulate one received from faculty senator about importance of university issuing statement about commitment to a diverse, welcoming culture. Intention to send out statement tomorrow. Message went out last week from Lee Peters about available counseling services
  Second item: message from UHart sent last month to adjunct/part-time faculty that there was an effort by Union to organize part-time faculty here. Message from Fred/me stating that we have two major principles- to allow a free and fair election if called for, yet we feel it is not wise to unionize since would have more negative than positive aspects.
  Fred was approached by SEIU and Aramark union. Met with Fred and presented him with petition. He then sent out message to department chairs. Similar message went to adjunct faculty as well.
  New expedited rules – 21 days between petition (Nov.10th) and election date. NRLB will propose week after Thanksgiving week-Nov. 29th, but we feel that is too soon after Thanksgiving holiday, so prefer date of Dec. 1st. To be decided.
• Requirement to post copy of petition in physical locations around campus. UHart cannot see signatures, they can only be viewed by union officials.
• Part-time contracts are eligible to vote, not full-time contracts (600 people roughly).
• We submit list of who we believe would be in a bargaining unit.
• Both sides are free to communicate with both sides of bargaining unit until day before election. Only union can communicate day before election.
• Election may not be on campus; may be by mail or email, since more convenient since many part-time do not come to campus every day. Will know more soon.
• Need one third of signatures on petition, but need one more than half for election in order to have successful outcome.
• NRLB has to match signatures with our list of names who we feel are eligible.
• NRLB has list of included and excluded people. Included are Hartt faculty. Very unclear. Don’t know what they have in mind. Supposed to include people who are regular part-time. We don’t have clear definition of regular part-time.
• Working with outside law firm who specializes in organized labor - Shipman & Goodwin.

Q & A
• Q: Implications of vote:
  A: If it goes to a vote with requisite number of votes then enter into collective bargaining with this unit. Initial collective bargaining could take a year.
  Q: Letter that is going out tomorrow regarding campus commitment to a diverse, welcoming culture. What will be in the letter?
  A: University’s commitment to our values and what one can do to seek help and counseling.
  Q: Individual students experiencing stress; this is a community issue and how to invite community.
  A: Working on goals to work together with LGBT, students of color, and international students. Hope to include in letter, on group level and individual.
  Q: Tell us more about contents of letter to adjuncts/part-time regarding union issue.
  A: Valuing a sense of community. Collective bargaining is quite confrontational and changes the tone of university.
  A: Fred added that there is the potential to interfere with flexibility i.e., faculty with low residency graduate programs. These faculty members can live all over the country and have no interest in joining a union and paying dues. We might lose some talented part-time faculty. Organizing around seniority may prejudice against creative and innovative faculty with lower seniority.
  Walter-If there’s a union, one has to join- closed shop in Ct. as opposed to an open shop.
• Letter went out an hour ago to Department Chairs and currently composing letter to faculty regarding union situation which will go out this afternoon. Also will be composing letter to part-time faculty which will be sent out in next couple of days.

• Issue: three years ago we created position of Clinical and Applied Faculty. Original language in FPM stated that extended temporary contracts could not be more than 15%. Now, language reads combination of CAT and ETC cannot rise above a certain percentage which is set at 15%. The past two years, we’ve been well below 15% and now find ourselves exactly at 15%. Just authorized 8 more clinical searches. Can say with reasonable certainty that we’ll go over 15%.

• To reduce percentage, I can pull some searches which is last thing I want to do. Can change some clinical appointments to tenure track or shift current searches of clinical to tenure, if that makes sense to do.

• All clinical searches were requested as clinical searches. This is what Deans and Department Chairs requested. Answer to changing this would most likely be “no.”

• We can agree among us that we’ll let this go for a year. Then, we’ll bring it back to 15% for next year, but not sure if it can be done. Would have to cancel searches if need to, since that is the only sure way to get back to 15%.

• There might be a time when we have discussion about raising percentage above 15%, but that is a discussion for another time.

Q & A

• Chair: Option to let things go. Does not mean change to FPM, just an exception.

• Q: May want to create a different category, such as director of graduate program. Our university switched grad directors and low-residency faculty into CAT category.

• A: Switching from an ETC to Clinical does not change numbers-percentage neutral.

• Q: What are the plans to get back to 15%.

• A: Will come back in spring and talk about it. Will look at all faculty with clinical and see if it’s the best fit. Consider putting these people on tenure track. Already put out to deans to see what they think. Getting range of answers. FPM change would be required if we need to increase from 15%

• Q: What is half-life of a clinical appointment? If there is natural turnover then may be a self-solving problem.

• A: Have only had clinical for 3 years, so no data on turnover. This increase/spike shows that there is a need for this type of position, so natural attrition may not occur.

• Q: The searches are either **clinical or applied**, and ETC’s? Union is saying that ETC’s are qualifying as part-time, but not CAT’s. Is that correct?

• A: Language says that ETC’s and Clinicals combined cannot go over 15%. With regard to the union, full-time faculty is not included in their bargaining unit. Anyone who is part-time can be in the bargaining unit. They don’t know about ETC’s and are not including ETC’s. ETC’s are off the table. Something stated about visiting professors being on the table.

• Request from Provost: As soon as possible, would like to know if the Faculty Senate feel comfortable about this extension? Would like a yes or no.
Thursday, November 17, 2016

Present:
A&S: Roger Desmond, Larry Gould, Anne Pidano, Paul Siegel, Bryan Sinche, Erin Striff, Michael Walsh
Barney: Irina Naoumova, Narendar Sumukadas
CETA: Akram Abu-aisheh, Seth Holmes, Ying Yu
ENHP: Lucy Richard, Michael Wininger, Lisa Zawilinski,
HAS: Power Boothe, Zee Onuf
Hartt: Cherie Caluda, Justin Kurtz, Peter Woodard
Hillyer: Paula Alderette, Jonathan Daigle
Non-Senator: Edward Cumming, Jane Horvath

Absent:
A&S:

- Q: Don’t believe that we’ve had a full airing of union issue. Polarized community against labor unions is distressing.
- A: Issue deserves fair discussion. The administration will make impact as clear as possible with letter to faculty and part-time faculty regarding union situation.

End of meeting:
- Chair: do not need a vote since this is a first read; can also entertain a motion or think it through until Thursday’s meeting.
- Need to know more about unions relating to ETC’s.
- There’s a need to get back to Fred soon, so he can go forward with searches in motion.
- Number of 15% is arbitrary since colleges are asking for these clinical positions.
- Wait until Thursday to vote after reflection.

1:30 Staff Representative: Ben Ide

Presentation with Sean Parke about university archives

1:35 SGA Representative: Katie Fumosa

Concern about diversity, inclusion, and community appreciated by SGA. Students are organizing a small gathering on Friday outside of GSA in support of diversity on campus. Clubs are putting on more events and making them campus wide: lip sync battle already held, Midnight Mania was held over Hawktober weekend, upcoming holiday show highlighting performing arts with money going to charity, trivia night by SGA, dance-a-thon at Spring Fling started by alumna with proceeds going to charity.

1:40 Adjourn
Reconvene- 
Would like show of hands regarding Dec. 22nd meeting: Will cancel the 22 meeting, caveat is if we have too much to discuss, then might have to convene. Majority voted to cancel Dec. 12/22/16 meeting.

12:20 Votes and Discussion:

October Minutes:
- Approve - 25
- Do not Approve - 0
- Abstain - 3

12:25 Grievance Committee:
- Gabor Viragh - 6
- Dee Hansen - 18
- Ralph Reilly - 4

12:35 Curriculum Report:
- Approve - 26
- Do not approve - 1
- Abstain - 1

See posted curriculum report on Blackboard and Website.

12:40 Proposed Mapp Change – First read only-to be voted on at December meeting.

Passed by COD
Adding language for part-time and summer students. Take to colleges for discussions and will vote in December.
Change is in undergraduate only taking into consideration that many undergraduates start as part-time students.

12:50 Increase in the combined percentage of CAT/ETC full-time faculty above 15% as an exception, not a change to the FPM for next academic year (2017-18)
- Approve - 10
Abstain-3

Comments and questions from Senators:

- Senator expressed concern that CAT positions were created because of possibility of TT positions being turned down. Therefore, he would be voting against increasing the percentage of CAT’s.
- One year slack, but each department is allowed to revisit to change into TT through department level. I don’t think the previous sentence is correct. Ones that approved right now, reevaluated by departments. Fred is doing that now.
- Not a minor issue, it is a change to FPM. Need to go Deans/Department chairs and come back with all information in hand in order for Senate to make change. Preliminary to make decision.
- Pressure is coming from units to hire these CAT positions since there is a legitimate need. Therefore, senator plans to approve this exception.
- Clinical qualified to teach certain classes. Senators have not had opportunity to make presentation to colleges. Only 48-hour-notice is not enough. Is this a blip or will it continue? Not a trivial decision. FPM is the issue and this calls for a long term discussion.
- Looking at 8 searches which will bring it above 15%. Likely that we’ll be having this problem next year.
- This is a provisional decision that will set precedent.
- Greater threat to faculty decisions. Clinical was approved three years ago. Admin would like to have more clinical appointments that makes us more nimble.
- If CAT are talented, then tenure them. Faculty won’t go along with this.
- Complex issue varying from department to department.
- How many TT’s were approved this year? Neglected to ask.
- Inherited problem and Faculty Senate can’t bail out administration.
- FPM is in place for a reason and if we agree to waivers, then it undermines the backbone of the RPM. Faculty has to follow rules, so why not Admin.
- Several CAT asked for CAT because they knew they wouldn’t get TT. Not difficult to go back to current CAT’s and ask if they want to be TT. Then, would get under 15%.
- What’s the reason for not offering TT? Can offer more TT. Moving clinical to TT. Go back to Fred (don’t want to undermine these searches) with need for more information before we even think about changing the percentage. Are there clinical that can be tenured or open up new tenure positions?
- New TT searches are more money.
- Fred said that he would be willing to look at CAT/ECT changing to tenure. Willing to go through the reviews again.
- TT Evaluation goes to Provost Committee.
- Possible to change tenure-like positions into TT. Confused about what Fred said –is it possible to change clinical into tenure-like positions?
- Multiple questions about how to move from one position to another; need mechanisms in place.
- If we don’t choose to vote, translates to Fred that Senate needs more time and he has to go back to double check searches. If they want 8 CAT’s then those applicants or deans/departments might not want TT.
- Request by a dean is not the same as request as faculty department request.
- What are Fred’s outlets: cancel all searches, go back to Faculty, or change searches to different status.
- A motion to turn Fred down is not good parliamentary procedure. Only one thing decided today is not to take action today.
- Motion put forth by senator: recommendation to convert CAT/ECTs as specified in FPM. Provost office is recommended to carry forward new 8 CAT/ECT current searches to TT, soliciting to convert existing hires to TT, or third priority is to cancel new searches.
- Not a well formed motion.
- Still have a motion on the floor without a second. There is no motion to give Fred a year.

Motion on the floor is same as on board above: Increase in the combined percentage of CAT/ETC full-time faculty above 15% as an exception, not a change to the FPM for next academic year (2017-18)

Discussion is closed and then motion is moved towards a vote (results see above).

### 1:20 Other Committee Reports:

FA – .The FA committee will meet with Fred and Jim Macdonald on Dec 6 to discuss Fred’s request that we examine and weigh in on who should draft FPM language regarding the evaluation of department chairs.

SA –
- Met weekly and spoke about Spring Fling. Worried that it might be canceled. Want to open up dialogue about how to salvage week in terms of learning.
- Grading criteria. Students brought up fact that new criteria should be university wide, not college wide. Students take courses throughout the university and need to be consistent. Whatever criteria in syllabus, such as 92 is a B, no one can do anything with that. If you want to curve, then, according to Fred, that’s a violation. That needs to be specified in syllabus. Has to be detailed in criteria.
- Can buy term papers, hire unemployed prof to take exam for you, Unemployed Professor.com.-notes are packaged and sold to other students.
- Could include in syllabus a penalty if cheating, but hard to prove.
- In class essays are a solution; always been fraud and cheating and now easier with ability to buy on-line tests.

Environmental and Sustainability-
- Doing something about smoking. Trying to get athletes involved. Cannot make campus smoke free, but can curtail. Main goal which will be implemented in spring. Foreign students are largest contingent of smokers. Need to educate them about smoking and set back ruling from buildings.
- Honoring facilities for their hard work. Go up to these workers and compliment them. They give out awards twice a year. Email head of facilities and let them know. Contact: Director of facilities is Jason Farrell.
- Second and third goals: zip cars, app for carpooling (legal implications), creating a consistent policy about recycling across the company.

Awards and Nominations-
- Meeting after Thanksgiving for Coffin Applicants, but not awarded until January.
- Two calls have gone out for TLT. Need to nominate your colleagues. Past couple of years have not been overwhelmed with nominations
Diversity Committee-

- Minor changes in descriptive and added major recommendation that diversity become an element of strategic report.
- This is a first read only; there will be two votes in December, have to be kept separate. Two points to be voted on are outlined below:

1) the Faculty Senate recommend that the Strategic Plan be amended to support an “increase in diversity of faculty, staff and administration to reflect the university’s student and regional population.”

2) the Faculty Senate recommend a coordinated university initiative and calls for a Center and Director for Diversity to address the following Objectives:

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<th>Time</th>
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<tr>
<td>1:15</td>
<td>Discussion of Hillyer Request</td>
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<td>A&amp;S met subsequent to college votes that were posted on Blackboard; they had sent out their own proposal earlier and there was no additional feedback. Hillyer has not sent any additional requests and do not have anything proposed to vote on at this point. Hillyer had been looking for response back which has now been tallied and sent to senate by email/Blackboard. Hillyer’s reaction to news that representatives would be appointed to meet with finalists was good news, but they still feel the need to have more of a voice.</td>
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<td>1:30</td>
<td>New Business</td>
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<td>Lucille is not making public all of the ten representatives of whom three are our Senate Officers, Anne, Lucy and Zee. Please do not speak about until made public. Your officers will be available for you to voice any concerns, so please send us your thoughts. Chair had to sign a confidentiality agreement so cannot disclose if other seven reps have been chosen and informed.</td>
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<tr>
<td>1:40</td>
<td>Adjourn</td>
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