February 2019 Meeting Minutes
Faculty Senate
Tuesday, February 19 and Thursday, February 21, 2019   12:15-1:40 Auerbach 326

Attendance Tuesday, February 19
Present:
Provost: Fred Sweitzer
President: Greg Woodward
A&S: Kristin Comeforo, Al DiChiara, Larry Gould, Nels Hightberg, Anne Pidano, Natalie Politikos
Barney: Jerry Katrichis, Irina Naoumova, Onur Oz
CETA: Saeid Moslehpour, Paul Slaboch, Akin Tatoglu
ENHP: Adam Goodworth, Sarah Hart, Claudia Oakes, Michael Wininger
Hartt: Steve Davis, Carrie Koffman, Tracey Moore, Peter Woodard,
HAS: Cat Balco, Michael Vahrenwald, Andy Wollner
Hillyer: Jon Daigle
Staff Association: Ben Ide
SGA: Amanda DeBellis

Absent:
A&S: Joanna Borucinska
Barney: Narendar Sumukadis
CETA: Seth Holmes
Hartt: Warren Haston
Hillyer: Paula Alderette, Mari Firkatian

Tuesday, February 19, 2019
12:15    Call to Order
AP calls to order, 12:15pm
12:20    President: Gregory Woodward  https://ensemble.hartford.edu/Watch/Qs6e3T2L
1.    Staff union contract: Signed; scheduled to re-negotiate salary terms in 3 years
2.    Benefits: Will review impact of removal of spousal health benefits; expect comment before May
3.    Institutional Advancement: By January have exceeded all gifts versus 2017-2018 Fiscal Year
4.    Recruitment: Increased applications (15K vs. 10K of purchased names) due to in-house marketing
5.    Retention: Will increase last year’s $500K support package to students at financial margin
6.    Student Success Center: Progressing on time
7.    Multi-Year Vision:
a. Finances: Will bond based on $55M borrowing capacity, $15M fundraising (i.e. $70M)
b. Margin: Bonding will cost $700K/year; expected to be offset by increased enrollments
c. Student Success initiatives: Entire package estimated ($20M)
d. New academic building: New programs in health prof’s, existing programs in CETA ($30M)
e. Asylum Avenue campus: Flex space until/unless liquidated
f. Salary: Adjust staff salary to median; one-time equity adjustment for fairness (long-term)
g. Residence Halls: Will forego new hall (perhaps 10-years); invest $6-7M in renovations
h. Advertising: Nation-wide advertising campaign
i. Classrooms: $1M marked for modernizing classrooms
j. Salary: Adjust staff salary to median; one-time equity adjustment for fairness (long-term)

Q: How can faculty provide perspectives for classroom modernization
GW: Defer to FS (see below)
Q: When is the starting point of this plan- this fall, past fall?
GW: Deeply in this process since last fall, already visible by way of Student Success Center and increased retention (near 4% increase last year)

12:40 Provost: Fred Sweitzer  [https://ensemble.hartford.edu/Watch/o8QNq5x2]
1. Dean Search: CETA has 4 candidates coming to campus; expect decision by Spring Break
2. Provost Office reorganization: Will limit “administrative bloat”
3. New programs: Concomitant burden on Biology, Chemistry, Physics
4. New building: Committee considering 21st century pedagogical needs along with class spaces

Q: How can faculty provide perspectives for classroom modernization
FS: Can send to me directly; I will pass them on to the Committee

5. Short-term disability FPM revision
   a. Letter from former faculty member has some misperceptions
      i. FPM is not an immutable document, e.g. Chapter 16 allows Regents to modify
      ii. There is no/has not been a movement to eliminate retirement benefit
   b. All parties seem to agree: Current policy is dangerous
   c. Option A: Treat STD like most other benefits: Make a reference to the benefit in the FPM
   d. Option B: Vote for FPM change; Provost vows high cooperation in managing next steps
   e. Option C: Leave full wording in FPM as-is, with focal edits as-needed
   f. FS is willing to withdraw/re-propose, but timeline precludes typical committee processes

Q: Time line for follow-up edits to FPM?
FS: FPM is constrained to once-per-year edit cycle
Q: Has letter-writer been advised of their errors?
FS: No.
Q: Could an FPM “link-out” to the Staff Employment Manual be sufficient to require faculty approval in modifications?
FS: Seemingly no, refer all other benefits policies; these are not true links, but references. Historically these items go through Benefits Task Force.

1:00 Committee Reports
Diversity (DiChiara): Will set up a meeting with A. Provost for Faculty Development (T. Stores)
Student Affairs (Slaboch/Vahrenwald): None
Faculty Affairs (Tatoglu/Wininger): Meeting in next week
Curriculum Committee (Highberg): ENHP: Nursing and several small items in HARTT
Awards & Nominations (Politikos): Will review Tonkin-Larsen-Trachtenberg awards this week
1:05  **Staff Association: Ben Ide**
Molly Polk delivered a nice presentation. Upcoming vote for Constitution and Bylaws

1:10  **SGA: Amanda DeBellis**
Proposal for Community Gardens near Konover auditorium. Clarification that block schedules will not change in 2019-2020 Academic Year

1:15  **New business**
Groundswell of interest among faculty to discuss research grants, including 1) appointment definition (10-month contract), incentives for research, and research grant structuring. Substantial interest within Senate. Consensus that new Deans and new University administration create a fertile opportunity to reconsider this item (last considered: approximately 2015). Action: Faculty Affairs will include on next agenda; Adam Goodworth will seek historical materials from Deb Kidder.

1:15  **DISCUSSION AND SCHEDULED VOTES**
**January 2019 Minutes**
Clicker vote. Minutes approved: 26-0-0

**February 2019 Curriculum Committee Report**
Clicker vote. Report approved: 25-0-1

**Votes as time permits:**

**FPM Changes:**

**Emeritus**
Friendly amendment to add posthumous emeritus. Inquiries with University counsel were not returned. Emeritus Committee may have only modest perspective on a policy matter. Amendment agreed.

Resolution: Revise FPM Section 11.2 to read as: “Typically, the emeritus status will be awarded to those who have earned tenure, or who have passed a tenure-like review or a comprehensive review, as described in Sections 5.6.1 and 5.6.2. Emeritus status may also be considered posthumously.” (friendly amendment underlined)

Clicker vote. Motion carries: 22-2-1

**P&T Responses**
No substantive discussion.

Resolution: Revise FPM Section 8.2 as follows:

**Section 8.2.3 Responsibilities of the Faculty of the Department (or equivalent)**
Proposal: “The faculty member is to have an opportunity to respond to the committee within five (5) working days after notification of the evaluation, and may choose to have this response included in the dossier.”

**Section 8.2.4 Responsibilities of the Department Chair (or equivalent, in all instances in this process where the term occurs)**
Proposal: “The candidate is to have an opportunity to respond to this document within five (5) working days after notification of the document, and may choose to have this response included in the dossier.”

Section 8.2.5 Responsibilities of the College P&T Committee
Proposal: “The candidate is to have an opportunity to respond to this document within five (5) working days after notification of the document, and may include this response in the dossier.”

Section 8.2.6 Responsibilities of the Dean
Proposal: “The candidate shall be given the opportunity to respond in writing to the recommendation within five (5) working days after receiving notification of the recommendation, and may choose to have this response included in the dossier.”

Throughout
References to Section 8.2.1.c recommended to change to Section 8.2.1.d

Clicker vote. Motion carries: 24-1-0

P&T Core Materials

Friendly amendment to allow modifications to part 5 (inventory), but maintain proscription on parts 1-4. Concern from Senators that passage may inadvertently constrict feedback processes going on in some colleges, where Chair’s review is both evaluative and formative, i.e. faculty may modify materials after Chair’s review de rigueur. Senators attest to a variety of practices with no consistent policy. Agree that colleges will likely maintain current practices under the proposed FPM revision. Amendment agreed.

Resolution: Revise FPM Section 8.2.1.b to read as: “Once the dossier is submitted for evaluative review, i.e. to the departmental committee, or the department chair or equivalent, the core materials in parts one through four may not be modified.” (friendly amendment underlined)

Clicker vote. Motion carries: 17-5-3

Sabbatical
Postponed until Thursday.

1:40 Adjourn

Attendance Thursday, February 21
Present:
A&S: Al DiChiara, Nels Highbert, Larry Gould, Anne Pidano, Natalie Politikos
Barney: Jerry Katrichis, Irina Naoumova, Narendra Sumukadas, Onur Oz
CETA: Seth Holmes, Saeid Moslehpour, Paul Slaboch
ENHP: Adam Goodworth, Sarah Hart, Claudia Oakes, Michael Wininger
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HAS: Michael Vahrenwald, Andy Wollner
Hillyer: Paula Alderette, Jon Daigle, Mari Firkatian
SGA: Amanda DeBellis
Absent:
A&S: Joanna Borucinska, Kristin Comeforo
CETA: Akin Tatoglu
HAS: Cat Balco
SGA: Ben Ide

Thursday, February 21, 2019
12:15 Reconvene
AP calls to order, 12:18pm

12:20 DISCUSSION AND SCHEDULED VOTES

FPM Changes:
Sabbatical
— Some faculty view sabbatical as a ‘reward’ for strong research; expectation to accomplish research
— …counterpoint: Review of FPM 12.2.2 does not restrict to “scholarship-heavy” faculty/proposals
— Sabbatical is approved at the University level
— Recognition of different types of Professional Development that would be benefitted by sabbatical
— Concern: expectations for CAT faculty are ill-defined, and so discussion of sabbatical is premature
— …counterpoint: This is a small clarification that will open doors for CATs

Resolution: Modify FPM 12.2.1.a-b as follows:

“Full-time members of the faculty, who are tenured or who have passed a tenure-like review or comprehensive review, may submit an application for a first sabbatical leave after having completed their sixth year of service at this University.”

Clicker vote: Motion passes: 21-5-1

P&T Appeals
— Concerns that sentence about rank may be difficult to fulfill
— …item technically favors same-rank, when it should be “At least the same rank”
— and concerns about appropriateness of appointing an Assistant Professor to such a committee
— Consensus among those with experience that these committees have not been too difficult to staff
— Concerns that a committee diversity is an equally important protection for faculty interests

Friendly Amendment: Section 8.4.2 Whenever possible, all members of the committee should hold at least the rank for which the appellant is applying, and consideration should be given to convening a diverse committee. (friendly amendment underlined). Amendment agreed.

— Concern that copying provost on the detailed appeal was unnecessary.
— …Ambiguous interpretation: whether clause describes disclosure of appeal, or mere notice
Friendly Amendment: Section 8.4.1 Remove suggested item “with a copy to the Provost” and add “Written notification of appeal (notice of intent to appeal) must be received by the President’s office, with a copy to the Provost, must be received by the President’s office within five (5) working days of the receipt...” (friendly amendment underlined). Amendment agreed.

Resolution: Add to FPM edit #201801, as conveyed, with Friendly Amendments as above.

Clicker vote: Motion passes: 24-2-1

CAT Promotion
—Concerns that timeline accelerates CAT to promotion ahead of Tenure-Track colleagues
—...counterpoint: CATs do not benefit from tenure
—...seemingly most CATs are only 1 year ahead of TT colleagues
—Concern: expectations for CAT faculty are ill-defined, and so discussion of timeline is premature
—Concern: proposal does not address Instructor or Lecturer level
—...counterpoint: Scope of proposal is intentionally narrow to Assistant/Associate and timelines
—Concern that language may prevent other subsequent attempts at promotion
—...counterpoint: Not all senators agree on interpretation regarding subsequent attempts
—...consideration of modifying “during final year” to “during or after final year” (not agreed)
—Concern that “to the rank of Associate...” should state “to the rank of Clinical Associate...”
—...counterpoint: Promotion is indeed to rank of Associate; the contract type is Clinical

Resolution: Add to FPM Section 5.6.2, following paragraph that starts with “Specific policies and procedures for review of Clinical Teaching faculty” the content as follows:

Promotion of Clinical Applied Teaching Faculty
A faculty member with an initial appointment of Clinical or Applied Assistant Professor may ordinarily seek promotion to the rank of Associate Professor during the final year of the second contact, at the same time a Comprehensive Review by the department chair, dean and college PT & R committee is completed (year three of a three-year contract). See FPM 5.6.2 Appointment and Reappointment and see FPM 8.2 Promotion and Tenure Procedures.

A minimum of three (3) years is ordinarily required in the rank of Clinical/Applied Associate Professor before a dossier may be submitted for consideration for promotion to Full Professor. In addition, for those individuals hired at the rank of Clinical/Applied Associate Professor, a minimum of one year of service at the University of Hartford is required before submitting an application to Full Professor.

Clicker vote: Motion does not pass: 12-12-2

Short Term Disability
—Concern that removal from FPM will eliminate faculty self-determination in Short Term Disability
—...counterpoint: That there have always been faculty on Benefits Task Force
—Concern that composition of BTF has evolved over the years to disfavor faculty
—Concern that while faculty trusts current administration, future administrations are unknown
—...counterpoint: Senate is not voting on specifics of policy, and most policy details are not in FPM
—Senators have impression that policy doesn’t explicitly compel faculty disclosure to supervisor...
—...or preclude faculty from reaching out to HRD for guidance before approaching supervisor

Resolution: Redact Section 13.6.

Clicker vote: Motion does not pass: 11-12-3.

—Motion (Wininger): Add statement to FPM Section 13.6 as follows: “Faculty have no expectation to disclose medical status to supervisor, and timeline for return to work shall be determined in accordance with Short Term Disability policy in Staff Employee Manual.”

Extended discussion. Acknowledgement of inconclusive discussion. Motion withdrawn (Wininger)

1:50 Adjourn

2018-19 Committee Chairs:

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<tr>
<th>SENATOR</th>
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<th>COMMITTEE</th>
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