Attendance Tuesday, January 22

Present:
Provost: Fred Sweitzer
A&S: Joanna Borucinska, Kristen Comeforo, Larry Gould, Nels Highberg, Anne Pidano, Natalie Politkos
Barney: Jerry Katrichis, Irina Naoumova, Onur Oz, Narendar Sumukadis
CETA: Seth Holmes, Saeid Moslehpour, Paul Slaboch, Akin Tatoglu
ENHP: Adam Goodworth, Sarah Hart, Claudia Oakes, Michael Wininger
Hartt: Steve Davis, Warren Haston, Carrie Koffman, Tracey Moore, Peter Woodard,
HAS: Michael Vahrenwald, Andy Wollner
Hillyer: Paula Alderette, Jon Daigle, Mari Firkatian
Staff Association: Ben Ide

Absent:
President: Greg Woodward
A&S: Al DiChiara
Barney:
CETA:
ENHP:
Hartt:
HAS: Cat Balco
Hillyer:
SGA: Liam Bernier

Tuesday, January 22, 2019
12:15 Call to Order
   AP calls to order, 12:15pm
12:20 President: Gregory Woodward
   GW absentee, will attempt to re-schedule. Coordinates talking points with FS
   1. Short-term disability
      a. FPM requires revision because current policy places faculty, University at risk
      b. Clarifying item from December meeting
         i. No modifications to FPM edit
         ii. Two new passages in Staff Employment Manual
   Q: Why modify SEM/redact FPM? Why not the policy in FPM, with revisions as needed?
      -FS: Saves paper (printing) and makes policy-making more economical
Q: If a confirmed disability extends to uncompensated summer months, does benefit pause? 
    - FS: Period of disability is contiguous, regardless of University calendar
2. P&T: Provost + President recommendations ratified by Board of Regents today
3. Merit: Raises still in process; anticipate disbursement mid-February. Pay retroactive from Jan. 1
4. Construction
   a. New academic building: “Programming phase”; planned completion: Summer 2021
   b. Gengras/Student Success Center: Construction on-time
5. Recruitment
   a. Applications down slightly versus expectation, but completed applications up slightly
   b. Spring: Will host two rounds of scholarship dates (please attend if asked)
   c. Faculty asked to maintain presence on campus to accommodate ad hoc applicants
6. Retention
   a. Too early to estimate spring retention
   b. Faculty: front-line for detecting at-risk students; Notify Admissions or Provost of risk cases
7. Open Q&A
   Q: Can graduate programs be scholarship-based? 
       - FS: Scholarship support is typically disbursed at program-level, not University level
   Q: Which is preferred for at-risk cases: Direct notification of Provost’s Office, versus SSC? 
       - FS: Constantly reviewing our platforms, but always welcome to notify administration. Most important thing is not to let a student slip through the cracks.

1:00 DISCUSSION AND SCHEDULED VOTES
December 2018 Minutes
Motion to approve (Alderette)
Motion seconded.
Hand-vote (technical difficulties with clicker vote).
Many Yeas, Zero Nays, One abstention.
Motion carries.

January 2019 Curriculum Committee Report
Clicker vote. 25-0-2. Motion carries.

P&T Appeals- Dean Black’s Edit
FAC motions to re-open vote on five-day response item related to Promotion & Tenure, following December vote and new information from FS. Motion carries, 22-0-1.

Brief revisit of item. Point of information: Item is meant to increase clarity for appellants; 5-day expectation is already stated—proposal is intended to replicate this instruction in all subsections. Point of information: Item was approved by Council of Deans.

Discussion concluded, Proceed to vote.
Clicker vote: 21-0-0, Motion carries.

Short Term Disability
FAC motions to re-open vote on Short Term Disability item, following December vote and new information from FS. Motion carries, 24-0-1.

Q: Can we vote on Staff Employment Manual edit in parallel? 
   MW: Senators can/should bring SEM edits to colleges, but we do not have purview over SEM.
R: Saving pages to reduce paper waste seems an implausible justification
R: Concern with current version: Liability if employee comes back too soon
R: Concern that faculty will lose power to modify in future if this content is removed from FPM

Point
—Add statement to appendix preamble: all referred appendices editable via Senate approval, pending confirmation that this is allowable
—List document version dates to FPM appendix
—Move content entirely to FPM
—Short-term disability is an item that Senate should be able to control
—Faculty contracts point to FPM (not SEM)

Counterpoint
—Adding appendices into Senate purview will increase responsibility/burden of review
—There are already many HR-related items we don’t control

R: Recognize FS’s robust effort in re-working this item for continued Senate consideration
AP will mention these remarks to FS after meeting and will bring any new perspectives to Senate in February.

Discussion concluded, Proceed to vote.
Clicker vote: 24-2-0, Motion carries.

1: 25 Staff Representative: Ben Ide
Staff association engaging with Networks of Engagement and Support To Succeed (NESTS) group to promote inclusion and diversity among faculty, staff and community. Eight-question survey circulated after meeting.

SGA Representative: Liam Bernier
LB absentee

1:40 Adjourn

Attendance Thursday, January 24
Present:
A&S: Al DiChiara, Anne Pidano, Natalie Politkos
Barney: Jerry Katrichis, Irina Naoumova, Onur Oz
CETA: Saeid Moslehpour, Paul Slaboch
ENHP: Adam Goodworth, Sarah Hart, Michael Winger
Hartt: Steve Davis, Warren Haston, Carrie Koffman
HAS: Cat Balco, Michael Vahrenwald, Andy Wollner
Hillyer: Paula Alderette, Jon Daigle, Mari Firkatian
SA: Ben Ide

Absent:
A&S: Joanna Borucinska, Kristen Comeforo, Larry Gould, Nels Highberg
Barney: Narendar Sumukadis
CETA: Seth Holmes, Akin Tatoglu
ENHP: Claudia Oakes
Hartt: Tracey Moore, Peter Woodard
HAS:  
Hillyer:
Thursday, January 24, 2019

12:15  Reconvene
      AP calls to order, 12:20pm

12:20  Committee Reports
      Awards & Nominations

Haston: Deadline for Tonkin-Larsen-Trachtenberg awards is tomorrow. Need four eligible faculty to be on the Greenberg Junior Faculty awards committee: March/April timeline; 2 meetings.

Note also Harrison faculty development grants will be announced soon.

      Graduate Council Report

Politikos: Faculty learning group focusing for distance teaching. If successful, colleges will be solicited for participants.

12:35  Staff Association: Ben Ide

Delivered Tuesday. Yield.

      SGA: Liam Bernier

Bernier absentee.

      Student Affairs

Vahrenwald: MAPP changes in draft stage, may be brought to Senate in near future.

      Curriculum

Delivered Tuesday. Yield.

      Diversity

Will seek faculty search and Jackie McLean committees to gather perspectives on diversity and equity. Concern related to P&T: if there is less mainstream acceptance of diversity research, to specialists in diversity issues face a bias in seeking professional recognition and promotion?

      Sustainability

No report. Yield.

      Chair’s Remark

Reminder that the Senate’s Diversity Committee is a good point of contact for University community members facing concerns about diversity and equality. Also reminder that the Benefits Task Force invites faculty to feedback whenever needed: Laura Whitney is best point of contact.

12:45  Old and New Business

—Reminder to seek support from Deans in prioritizing large Senate slate in February college meetings
—Ad hoc modifications to Faculty Policy Manual: Senators generally in favor, but express concern over the logistics of ad hoc revisions in the context of a year-long contract. Recognition that ability to edit ad hoc would provide useful flexibility. Generally supportive of Faculty Affairs Committee taking on this item.

—Internships: Provost and faculty are mutually interested to continue conversation related to internships. DiChiara: favor a 2-semester format to fully prepare and train students, then implement meaningful experience. Concerns about fairness in cost and time of travel, credit-hours, etcetera.

—Website: Senators have differing experiences in amount of engagement on website re-design and page updating. Website will likely be updated in stages; some pages will be staged later than others. Anticipating Molly Polk as Senate guest in February.

—Future meetings: Aaron Isaacs (March). Interest to invite Laura Whitney (April). Interest to bring Mary Ellen Gillespie (Athletics) to discuss, as time allows. May: 1-day business meeting, followed by Lunch (Thursday) with new Senators.

—Open discussion as to faculty impressions of University trajectory over next 3-5 years.

1:20 Adjourn

2018-19 Committee Chairs:

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<td>Chair</td>
<td><a href="mailto:pidano@hartford.edu">pidano@hartford.edu</a></td>
<td>5214</td>
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<tr>
<td>Daigle, Jonathan</td>
<td>Hillyer</td>
<td>Vice Chair</td>
<td><a href="mailto:jdaigle@hartford.edu">jdaigle@hartford.edu</a></td>
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<td>Wininger, Michael</td>
<td>ENHP</td>
<td>Secretary, Faculty Affairs Chair</td>
<td><a href="mailto:wininger@hartford.edu">wininger@hartford.edu</a></td>
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<td>Haston, Warren</td>
<td>Hartt</td>
<td>Awards and Nominations Chair</td>
<td><a href="mailto:haston@hartford.edu">haston@hartford.edu</a></td>
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<tr>
<td>Highberg, Nels</td>
<td>A&amp;S</td>
<td>Curriculum Chair</td>
<td><a href="mailto:highberg@hartford.edu">highberg@hartford.edu</a></td>
<td>4136</td>
</tr>
<tr>
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<td>CETA</td>
<td>Environmental &amp; Sustainability Chair</td>
<td><a href="mailto:sholmes@hartford.edu">sholmes@hartford.edu</a></td>
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<td>Faculty Affairs Co-Chairs</td>
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<td>5787</td>
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<td>DiChiara, Al</td>
<td>A&amp;S</td>
<td>Diversity Chair</td>
<td><a href="mailto:dichiara@hartford.edu">dichiara@hartford.edu</a></td>
<td>5131</td>
</tr>
<tr>
<td>Vahrenwald, Michael/Slaboch Paul</td>
<td>HAS/CETA</td>
<td>Student Affairs Co-Chairs</td>
<td><a href="mailto:slaboch@hartford.edu">slaboch@hartford.edu</a></td>
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