MARCH 2019 MINUTES
Faculty Senate
Tuesday, March 26th and Thursday, March 28th, 2019 12:15-1:40 Auerbach 426/326

Attendance Tuesday, March 26
Present:
President: Greg Woodward
VP Marketing and Communications: Molly Polk
Assistant Provost: Assistant Provost and Dean of Faculty Development: T Stores
Associate Dean of Barney and Professor of Marketing: Deb Kidder
A&S: Joanna Borucinska, Kristin Comeforo, Al DiChiara, Larry Gould, Nels
Highbber, Anne Pidano, Natalie Politikos
Barney: Jerry Katrichis, Irina Naoumova, Onur Oz, Narendar Sumukadis
CETA: Saeid Moslehpour, Paul Slaboch, Akin Tatoglu
ENHP: Adam Goodworth, Sarah Hart, Claudia Oakes, Michael Wininger
Hartt: Warren Haston, Carrie Koffman, Tracey Moore, Peter Woodard,
HAS: Cat Balco, Michael Vahrenwald
Hillyer: Paula Alderette, Jon Daigle, Mari Firkatian
Staff Association: Ben Ide
SGA: Amanda DeBellis

Absent:
CETA: Seth Holmes
Hartt: Steve Davis
HAS: Andy Wollner
**Tuesday, March 26, 2019**

12:15  Call to Order

AP calls to order, 12:15pm

12:20  President: Gregory Woodward [https://ensemble.hartford.edu/Watch/g8WXc7q6](https://ensemble.hartford.edu/Watch/g8WXc7q6)

1. Board of Regents February meeting
   a. Approved $10M line of credit; will apply to campus bathrooms, common rooms
   b. Approved vision concept: Student Success Center, New academic building

2. Campus vision is a multi-year, $80M plan: $50M approved + $30M that IA will raise

   Q: How many new faculty will be hired?
   GW: Programs specify faculty lines as part of their business plan

3. Campus climate survey issued yesterday

   Q: Where should I file a report of harassment?
   GW: If imminent threat: Campus Safety; If not imminent threat: Dean of students.

   Q: Is there a possibility to include positive experiences in a future version of the survey?
   GW: Survey was purchased; not designed. Yes, we should celebrate our victories, too.

   Q: What is the vision for the survey?
   GW: Impetus came from students. This first iteration is meant to collect a baseline.

   Q: What about a Freshmen seminar on cultural sensitivity?
   GW: Currently first-year students are trained at orientation; future Freshmen will take transitional course that also contains drug, alcohol and harassment training.

   Q: What about training delivered by students themselves, i.e. through clubs?
AD: Agree: this is a useful model.

4. Recent fundraising in Florida successful; Promise for future success in Arizona.

Q: What is the 5-year vision for the University?
GW: Want to not be a second-choice University; want to be “loftier”.

12:40 VP of Marketing and Communications: Molly Polk
https://ensemble.hartford.edu/Watch/Mg53Rgo2
1. Re-organization: Consolidation of webpages: 57,000 pages down to 10,000
2. Administration: 360 site developers down to 100 editors and a small number of approvers
3. Testing: 200 volunteers given tasks and assessed for ability to retrieve information
4. Debut scheduled for the week after May commencement
5. Enhancements:
   a. Website search function optimized
   b. PDF documents will be ADA-compliant
   c. Website re-design has given cause for review of processes, e.g. course substitution
6. Senate walk-through on website still images

Q: What content management system are you using?
MP: Cascade
Q: What criteria informs solicitation of videos for the front page?
MP: Will work with individual schools
Q: How to update faculty pages?
MP: Content management team-member at the college level
Q: When will faculty webpages transition?
MP: After commencement. Want all faculty pages to have homogenous look.

1:00 Assistant Provost and Dean of Faculty Development/ Associate Dean of Barney:
T Stores and Deb Kidder-Full-Time Faculty Annual Evaluation and Digital Measures Platform
https://ensemble.hartford.edu/Watch/o6AMt87R
1. Faculty evaluation is important
   a. Required as part of University accreditation
b. Board of Regents want to be assured of effectiveness

2. Barney uses Digital Measures successfully for faculty annual reviews
3. Concept: Update profile each time a milestone is accrued, streamline report at end of year

Q: Does Administration use this for their own evaluation
   TS: Not sure.
Q: Who is responsible for WDYT?
   TS: Robert McAlpin
Q: What is the cost?
   DK: $7K per year at Barney, but Provost’s Office will supplement if adopted University-wide

Website walk-through commuted due to technical difficulties

1:20 Staff Representative: Ben Ide
1. Constitution and Bylaws in ongoing revision
2. Helping Hawks Day April 5: http://hartford.edu/ccs
3. Professional Day April 25 (Keynote, Breakout); all staff may attend half-day event
4. Presidential Commission on Status of Women: Open Mic, April 3; participants solicited

SGA Representative: Amanda DeBellis
1. Dance-a-thon for the Hole-in-the-Wall GANG
2. Elections forthcoming

1:25 Committee Reports

Curriculum Committee (Highberg): Commuted to next meeting

Awards & Nominations (Haston):
   Tonkin-Larsen-Trachtenberg award recipients will be notified this week

Faculty Affairs (Tatoglu + Wininger)
1. Definition of contract year
   a. Explanation of historical discussions
b. Current status: With Faculty Affairs; initiative led by Goodworth (Senator, ENHP)
c. Strategy: Likely to seek to agree to 40-week year, likely more successful than 39
d. Agree: This may be a favorable time to seek approval for change
e. Will require FPM modification, might ask for ‘collegial agreement’ in interim

2. Next meeting: Next week

**Environmental & Sustainability (Oakes):** President Woodward will attend the next meeting

**Diversity (DiChiara):** No report

**Graduate Council Report (Wininger + Politikos)**

1. Reviewing MAPP policy on automated withdrawal of students “not active” in past year
   a. How to define ‘not active’
   b. Many programs have students who cyclically activate/become inactive

2. EC Higher Education presents update on first-year
   a. Review of EC Higher Education model: Foreign students with language needs
   b. Many measures indicate success
   c. No report on retention parameters (critical to University stake in EC Higher Ed)
   d. Students attracted to Universities with higher US News & World Report ranking

Q: Is there a Committee, with faculty representation, reviewing EC Higher Education?
   Consensus: None known.

**1:40 Adjourn**
Attendance Thursday, March 28

Present:
Provost: Fred Sweitzer
Dean of Students: Aaron Isaacs
Associate Vice President for Student Success: Jessica Nicklin
Associate Dean of Barney/ Professor of Marketing, Barney: Debra Kidder
A&S: Joanna Borucinska, Kristen Comeforo, Al DiChiara, Nels Highberg, Larry Gould, Anne Pidano
Barney: Jerry Katrichis, Irina Naoumova, Narendar Sumukadas, Onur Oz
CETA: Seth Holmes, Saeid Moslehpour
ENHP: Adam Goodworth, Michael Wininger
Hartt: Warren Haston, Carrie Koffman, Peter Woodard
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HAS: Michael Vahrenwald
Hillyer: Mari Firkatian
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Thursday, March 28, 2019
12:15 Reconvene
AP calls to order, 12:15pm

12:20 Provost: Fred Sweitzer  https://ensemble.hartford.edu/Watch/z6P8ZnNg
New Faculty Evaluation process

1. All colleges are evaluating, but there remains disparity in practice (and built-in autonomy)
2. Review of determinations of the 2013 commission on merit assessment
   a. Want an evaluation that supports development
b. Increases in pay are to be tied to merit, not COLA
3. Planned adaptations
   a. Digital measures platform
   b. July 1 due date to Department Chair

Q: What about accomplishments during summer?
   FS: Note summer accomplishments on the following year’s review
Q: What is the plan for student evaluations?
   FS: Retain student evaluations, but for developmental and not
   evaluative use

Q: Can we withhold grades from students who do not complete course
   evaluations?
   FS: No; would be coercive

Q: Is lack of COLA a deterrent to candidates for hire?
   FS: Can take another look, but unlikely to get raise pools greater than 2-3%

Q: Is there a system for evaluating administrators?
   FS: Quadrennial full-scope evaluation of Deans. None for chairs or
   upper-administration

Q: Are there faculty who choose not to participate in the evaluation?
   FS: Rare and anecdotal. Abstinent faculty cannot get a raise.

Bulletin: CAT faculty P&T remains active area of interest; will share a
document with Senate soon

12:40  Dean of Students: Aaron Isaacs with Jessica Nicklin, Associate VP for Student
Success  https://ensemble.hartford.edu/Watch/z6P8ZnNg

1. Introduction and brief biography
2. New Student Success Center
   a. Ground-break planned for April
   b. Shared-space model: Advising during day, student gathering place at
   night
3. Residential Life
   a. niche.com: Faculty: B; Res Life: D-
   b. Plan to reclaim unused space in dorms, enhance WiFi, build “neighborhoods”

4. Additional
   a. Mental Health: Add one psychologist + one coordinator
   b. Community policing model: Public Safety woven into fabric of campus
   c. Accessibility: Review and enhance ramps and signage
   d. Events around civility and conflict resolution

Q: Commuters describe frustrations with parking
   AI: Will add to watch-list

Q: Students in mediation can feel further victimization if not designed properly
   AI: Dean of Students is mindful of need to be thoughtful in crafting mediation plans

Q: There is a need for better connection between student disability services and faculty
   AI: Will note

Q: There is a need to better motivate curriculum offerings “why should I be in this class??”
   JN: Pre-registration orientations may solve this problem

Q: Should consider a volunteer-driven mediation program to help facilitate conflict resolution
   AI: Will consider

1:00  Associate Dean of Barney: Deb Kidder- Digital Measures Platform
       DK resumes discussion commuted in previous sessions, provides walkthrough of Digital Measures https://ensemble.hartford.edu/Watch/z6P8ZnNg

1. Timeline
   a. Digital Measures in use in Barney for >10 years
b. Foresee soft roll-out over next year, with campus-wide adoption for July 1, 2020 review

2. Populating data
   a. Currently done manually (by DK); takes 4 hours per semester to complete Barney
   b. DK can train representatives from the colleges
   c. Can populate using spreadsheets exported from Banner and WDYT
   d. Can import from Google Scholar

Note: University is considering Via software as an alternative to TracDat

1:00 DISCUSSION AND SCHEDULED VOTES
February 2019 Minutes
Clicker vote. 27-0-0. Motion carries.

March 2019 Curriculum Committee Report
Clicker vote. 25-1-1. Motion carries.

Space Committee
Clicker vote.
   Hemchandra Shertukde: 8
   Nathan Tong: 3
   Bob Leve: 6
   Tricia Prokop: 4
   Peggy Beauregard: 3
   Phil Snedecor: 4
Hemchandra Shertukde elected to Space Committee

Grievance Committee
Clicker vote.
   2019 Term: Hemchandra Shertukde: 25-2-0
   Hemchandra Shertukde elected to Grievance Committee for 2019 term

   2020 Term: Maria Esposito-Frank: 18
   Robert Lang: 9
Maria Esposito-Frank elected to Grievance Committee for 2020 term

1:20 Old and New Business

- Next month: Senate officer election and add Senator to Budget Advisory Team
  ...Senator representative cannot report back to Senate, but will add additional voice to BAT

Daigle: Cynthia Ritvo (Hillyer) passed away this week.
Wininger: Steve Davis (Hartt) new album heard on WFCR twice this week
Pidano: Mari Firkatian will have a book signing at Mark Twain for her new Armenian recipe book. It was announced in UNotes this past week.

- Interest in bike paths on campus. Holmes: Environmental & Sustainability Committee will discuss.

1:40 Adjourn

2018-19 Committee Chairs:

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<th>SENATOR</th>
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