Present:
Provost: Fred Sweitzer
A&S: Joanna Borucinska, Kristin Comeforo, Al Dichiara, Larry Gould, Nels Highberg, Natalie Politkos
Barney: Jerry Katrichis, Irina Naoumova, Onur Oz,
CETA: Seth Holmes
ENHP: Adam Goodworth, Sarah Hart, Claudia Oakes, Michael Wininger
Hartt: Steve Davis, Warren Haston, Carrie Koffman, Peter Woodard,
HAS: Cat Balco, Michael Vahrenwald, Andy Wollner
Hillyer: Jon Daigle, Mari Firkatian
Staff Association: Ben Ide
SGA: Liam Bernier

Absent:
President: Greg Woodward
A&S: Anne Pidano
Barney: Narendar Sumukadas
CETA: Saeid Moslehpoor, Paul Slaboch, Akin Tatoglu
ENHP:
Hartt: Tracey Moore
HAS:
Hillyer: Paula Alderette

Tuesday, December 18, 2018
12:00 Call to Order
JD calls to order, 12:00pm
12:05 President: Greg Woodward
GW absentee due to illness
12:25 Provost: Fred Sweitzer [https://ensemble.hartford.edu/Watch/Cy8z7H3J]
1. Merit increases
   a. President + Board of Regents approve a 2% merit pool
   b. Compensation is effective January 1, if late in processing will be adjusted in arrears
   c. Anticipation that compensation reflects previous year...
   d. ...However, Deans have right to additionally consider previous years without merit pool
2. Short-Term Disability FPM edit
   a. Language in Staff Employment Manual (SEM) needs Senate approval
   b. FS will submit SEM edit in parallel with FPM edit, if approved by Senate
c. FS open to future SEM revisions, i.e. to have Disability sub-sections for Faculty vs. Staff
d. University will cover all faculty at uniform rate, including first-year faculty
e. ...if Insurer does not cover the faculty member, University will find a way
f. ...acknowledge that this is a Promise, but not Policy; nothing guarantees this practice

3. Clinical Applied Track-Faculty FPM edit
   a. Already in FPM: CAT position description, title, and right to be promoted
   b. Needed: Timeline for expected opportunity for CAT promotion
c. Goal: Make contract that appeals to campus, and prevents “second class citizen” status
d. Should not add “cannot come up before # years of service”
e. ...No such requirement of Tenure-Track faculty
f. FS welcomes further conversation some time about CATs on campus
g. The four-year ascension to promotion will likely need to be repaired
   —Q: What do CATs get for promotion?
      FS: Increase in pay, 5-year contract. Note that CATs do not need to seek promotion
      at any point; Tenure-Track must
   —Q: What is the consequence for a no-promotion decision in CAT comprehensive review?
      FS: One-year non-renewable (NTT) contract
   —Q: What is the pathway for Instructors?
      FS: Instructors can be promoted to CAT Assistant.
   —Q: What are the criteria for CAT promotion?
      FS: Criteria in FPM for CAT promotion are detailed with equal specificity as for
      Tenure-Track faculty. Colleges are encouraged to create tailored expectations
      because FPM is not designed to be highly prescriptive.
   —Q: Can CATs cross-over to Tenure Track?
      FS: While this has happened in the past, it is preferred that this not become
      repeated practice, as it disturbs the logic of the position.
   —Q: Can CATs serve on University-level committees?
      FS: Yes; this is an important part of their engagement with the University.
   —Q: What proportion of faculty are CATs?
      FS: The legislated limit per FPM is 15%.

4. Adjunct faculty salaries
   a. Delayed due to still-unsigned Part Time Faculty contract
   b. But raises are pending, and will be awarded retroactively once new contract is signed

5. Internships: Interested to discuss, but conversation must be driven by faculty and programs
   —Q: Will the Short-Term Disability change the conversation with Supervisors?
      FS: Yes; Supervisors must direct employee to HR. Cannot make even well-
      intentioned inquiry about status (employee can volunteer; supervisor cannot ask)
   —Q: Push for diversity in faculty hiring is onerous.
      FS: Faculty needs to be more reflective of student population and local community.
      Passive efforts are typically not successful; need to network and pursue diverse
      candidates. A Department without a faculty of color is not excellent. Note also that
      there are efforts in place to reduce opportunities for hidden bias.
   —Q: Are targeted hires possible?
      FS: Currently there is no opportunity in place. Note that targets cannot be drawn on
      the basis of race or sex.

12:45 Staff Representative: Ben Ide
President Woodward addressed pay and equity with Staff in most recent meeting.
SGA Representative: Liam Bernier
Program to ease post-graduation depression. Initiative to ease transition for first-generation students. Interest in adding preferred names to official rosters to facilitate gender-transition students.

12:50 Committee Reports
Awards & Nominations Committee (Haston)
Sixteen Faculty members awarded Coffin Grants.

Environment & Sustainability Committee (Holmes)
Brainstorming waste management practices including housekeeping going into offices versus faculty depositing their own trash versus cans left in more accessible spaces at day’s end. Pro: more efficient for staff; Con: some faculty leave early and cans would be a tripping hazard or blight. Possible alternative: door hang-tags to indicate need/no need for waste removal. Facilities continues interest in pursuing single-stream recycling on campus.

Diversity Committee (DiChiara)
No report for December.

Graduate Council Report (Holmes and Wininger)
Slate training and interest to move to digital thesis submissions.

Student Affairs Committee (Vahrenwald)
Two University Scholars Program projects will be funded.

1:00 DISCUSSION AND SCHEDULED VOTES
November 2018 Minutes
Motion to approve (Daigle). Approved: 26-0-0

December Curriculum Committee Report
Motion to approve (Daigle). Approved: 22-1-2

Ensuing discussion regarding the Masters of Music Education – Jazz Studies Track. Three members of relevant education programs in attendance had not heard about this item, including one on College-level Curriculum Committee. Implicated faculty do not per se object to the Track itself, but had not been informed about it. Noted that item was approved by Dean, and Hartt faculty were present during Curriculum Committee’s review. Agree that item can be re-introduced in January Senate meeting without substantial loss of momentum.

1. Motion to re-vote on December Curriculum Committee Report as it pertains to the single Masters of Music Education – Jazz Studies Track item from December Curriculum Committee (Wininger). Motion Seconded. Hand-vote agreed. Proceed to vote. Motion passes 18-0-3
2. Motion to Approve the December Curriculum Committee Report with item related to the Masters of Music Education – Jazz Studies Track from December Curriculum Committee. Motion seconded. Proceed to Hand-vote. Motion does not pass: 0-18-3.

First Reads of FPM Revisions (Wininger):
- Dean Black’s Four Edits
Edit 1 (Emeritus status): Noted that there is a former staff member with Emeritus status. Observation that both current and proposed language allows for exceptions (“Normally” and “Typically”). Motion to bring to Colleges pursuant to future Senate vote. Proceed to vote. Motion passes 26-0-0.

Edit 2 (Sabbatical): FAC has not performed any research into whether other institutions allow for Sabbatical as a privilege of non-Tenure Track faculty. Observation that both current and proposed language allow for non-Tenure Track faculty (“ETC” and “Full-time faculty”). Motion to bring to Colleges pursuant to future Senate vote. Proceed to vote. Motion passes 24-1-1.

Edit 3 (Core Materials): No discussion. Motion to bring to Colleges pursuant to future Senate vote. Proceed to vote. Motion passes 26-0-0.

Edit 4 (Response to P&T): Notification of the evaluation is done electronically, but the contents of the evaluation can only be accessed by physically acquiring paper document with signature. Senators unclear as to whether this is convention or policy. Concern that 5 days may be too short if the timeline is from notification. Motion to bring to Colleges pursuant to future Senate vote. Friendly Amendment (Holmes) to add “Typically” to each proposed wording. Friendly Amendment declined in deference to the edit author, absentee Proceed to vote. Motion fails to pass: 9-12-1.

-Disability
Motion to bring to Colleges pursuant to future Senate vote. Red text is overly verbose, cf. Provost’s oratory, and addresses negative, but not positive, i.e. that the table does not apply to Faculty, but without saying what is the policy for Faculty.
—Q: Why is this being rushed through Senate?
   MW: Item was read by Senate in September. The item as printed in FPM is recognized as a liability and needs redaction. The item as proposed for Staff Employment Manual was originally embedded in the draft, but was left out due to oversight. Proceed to vote. Motion fails to pass: 3-12-6.

-P&T Appeals
Motion to bring to Colleges pursuant to future Senate vote. No discussion. Proceed to vote. Motion passes: 20-1-1.

-CAT Promotions
Motion to bring to Colleges pursuant to future Senate vote. No discussion. Proceed to vote. Motion passes: 12-5-4.

1:40 New and Old Business
1. No Senate meeting Thursday 12/20
2. Next Senate meeting (1/22) will convene in Barney, 4th floor

2:00 Adjourn