Attendance Tuesday, November 13

Present:
- Provost: Fred Sweitzer
- Assistant Provost and Dean of Faculty Development: T Stores
- Associate Provost and Dean of Grad Studies: Clark Saunders
- A&S: Joanna Borucinska, Al Dichiara, Larry Gould, Nels Hightberg, Anne Pidano, Natalie Politikos
- Barney: Jerry Katrichis, Irina Naoumova, Onur Oz, Narendar Sumukadas
- CETA: Saeid Moslehpour, Paul Slobach
- ENHP: Adam Goodworth, Sarah Hart, Claudia Oakes, Michael Wininger
- Hartt: Steve Davis, Tracey Moore, Peter Woodard,
- HAS: Michael Vahrenwald, Andy Wollner
- Hillyer: Jon Daigle
- Staff Association: Ben Ide
- SGA: Liam Bernier

Absent:
- A&S: Kristin Comeforo
- Barney:
- CETA: Seth Holmes, Akin Tatoglu
- ENHP:
- Hartt: Warren Haston, Carrie Koffman
- HAS: Cat Balco
- Hillyer: Paula Alderette, Mari Firkatian

Tuesday, November 13, 2018

12:15 Call to Order

<AP calls to order, 12:15pm>

12:20 Provost: Fred Sweitzer  https://ensemble.hartford.edu/Watch/Bk9g5Y2G

1. Building Projects
   a. Business school: Still on pace for Fall 2019 opening
   b. Gengras addition: Still on pace for Fall 2019 opening; will be home to Division of Student Success
   c. New academic building: Payette Architects chosen out of 4 interviews among 8 or 9 applicants. Expect to occupy June 2021, with collateral renovations to UTC, Dana Hall, and...
Biology-Chemistry complex. Discussions ongoing about who will occupy, but certainly CETA and likely simulation lab for Nursing

d. New residence hall: Search in place for architect. Target: Fall 2020 occupation

—Q: Were environmental considerations in place when evaluating architects?
   FS: LEED certification was not tenable due to cost, but architects will be solicited to use as many LEED principles as possible

—Q: If new academic building is not ready to host new Nursing students, what will be done?
   FS: Nursing students in first-year will take substantial amount of general education classes, mitigating the burden. Additionally, the University will have contingencies in place to accommodate as best as physical space allows.

—Q: Where will new academic building be located
   FS: To be determined, but likely as new addition to ISET, or between Gengras and Fuller Auditorium.

—Q: Why build a new residence hall if there are currently empty beds?
   FS: New residence hall will be an attractor in recruiting new students. New building will allow razing of Regents Park after new dorm is built. New dormitory especially important with new two-year on-campus requirement. Data also supports fact that Wellness Centers are considered a top attraction to prospective students.

2. Budget
   a. Current-year budget re-cast in process for November Board of Regents meeting; effort let by Laura Whitney (Acting CFO).
   b. February 2019: Present 3-year budget to Board of Regents as prospectus
   c. May 2019: Present next year’s budget to Board of Regents for final approval
   d. Anticipate that decisions about increments will be made after Board of Regents meeting (11/30). Contemplating Bonus versus Increment.

3. Admissions
   a. Applications down versus same-time last year...
   b. ...however last year had abundance of applications versus deposits, so may not be especially informative data-point

4. Miscellaneous
   a. Sabbatical decisions will be delayed because Board of Regents November meeting occurs later than usual this year. Decisions will be made after Friday, Nov. 29th.
   b. Martin Luther King, Jr. Day will be celebrated as a University Holiday starting in 2019. Final Registration Day will be moved to First Day of Classes. Will confer with constituencies before disseminating an informative announcement to this effect.

—Q: Academic Year used to start earlier; would this afford a week-long Fall Break?
   FS: MAPP calls for a Calendar Committee; this would be their purview, but currently they don’t exist; will either convene a Committee or alter the MAPP. Need to honor two parameters: 14 weeks of the semester, and need to close the semester by 12/23; all other considerations are at the University’s discretion. Calendar is set four years at a time; some years classes start before Labor Day and some years after.

—Q: Fifteen-week semesters complicate online classes and compressed courses
   FS: Worthy discussion; will discuss off-line

—Q: Please elaborate as to the plans to hire first-year advisors
FS: Will likely create 12 appointments, but many applicants anticipated to be internal, so likely not creating 12 new positions. Expecting some contraction among staff ranks as these positions are filled.

12:50 Assistant Provost: T Stores  https://ensemble.hartford.edu/Watch/o9ZQg6p4
1. Explanation of position (faculty-focused)
   a. Main charge is enhancing diversity in faculty searches
   b. Hosting Diversity and Implicit Assumptions trainings both for searches and all-faculty
2. Solicitations
   a. Steward the new faculty hires and (befriend; take to coffee)
   b. Feb. 14 P&T discussion; looking for faculty who have been through the process/on P&T committees to volunteer to attend
   c. Panel to review the annual full-time faculty annual evaluation forms
   d. Task force to explore multiple paths to promotion
   e. Want to maintain faculty diversity to match student body
—Q: What about “evaluating upwards,” i.e. faculty review their chairs and deans?
   TS: I will check on this.
—Q: Do Departments have their own part-time faculty handbooks?
   TS: Yes, and we are in the process of aggregating them in light of the new staff union
—Q: Can you adjust salary in order to attract a diverse candidate?
   TS: Yes, the Provost has this discretion
—Q: Observation that some faculty searchers are inherently limited in scope because of the lack of diversity among possessors of terminal degrees.
   TS: Recognized
—Q: Observation that there are likely different diversity profiles among the faculty ranks, depending on contract type (i.e. Full- versus Part-time)
   TS: Recognized.
—Q: Please reconcile faculty diversity to match student body when Administration seeks to shift to more fiscally prepared and thus presumably less diverse student body
   TS: Not my province.

1:10 Associate Provost and Dean of Graduate Studies: Clark Saunders
https://ensemble.hartford.edu/Watch/f5TWt23Z
1. Clinical & Applied Track (CAT)
   a. Some CATs currently coming up for comprehensive review
   b. Slide presentation: Review of contract structures and Comprehensive Review
—Q: What comes after successful Comprehensive Review
   CS: Perpetuation of 5-year contracts
—Q: Does CAT bypass College review?
   CS: Yes, in the Initial Contract Review (after year 1 or 2), but not at Comprehensive Review
—Q: Why can CAT go up for promotion after only 4 years, when Tenure-Track requires 6?
   CS: Recognized best to merge Comprehensive Review with Promotion. Process was oriented on recruiting; now is the time to provide clarity to process. Amendments are possible.
—Q: Where do CATs differ from Tenure-Track?
CS: Contract and obligations are distinct; standards for promotion are different. Rank is the same. “Clinical Applied Faculty at the Rank of Associate Professor”
—Q: Are Extended Term Contracts (ETCs) being issued any longer?
CS: No.

c. Seeking to add language to FPM as to when CATs can seek promotion
d. Want to develop Faculty Data Sheet for CATs
e. How to expect, measure, document, and evaluate professional productivity
—Q: Would these details be specified in each contract?
CS: Yes, but FDS needs to be structured to facilitate the evaluation process
—Q: What about faculty coming up for promotion this year?
CS: This year will have to be a test-bed for the process
—Q: What about rotating-out CAT faculty, to reflect their parallel engagement outside UHart?
CS: Their longevity is considered at time of hire, and renewed with each contract
—Q: What about Scholarship versus Professional Productivity
CS: It is described in FPM, but we should add clarity
—Q: What about hires at a lower (Lecturer) versus higher (Associate Professor CAT) level
CS: Nuances for hiring at different levels are specified in the contract

1:40 Open Discussion
1. Discussion related to apparent urgency for CAT faculty item
   a. Was taken up at Faculty Affairs last year, but not progressed by Provost’s Office
   b. Opinion that the urgency is not for this year’s cohort...
   c. ...but rather for FPM changes that would be shared with Board of Regents in February
2. Is this even a topic that Faculty Senate can take on? Opinion: Yes; just like Tenure-Track
3. Senate interest to compress December meeting into a single day if possible.

1:45 Adjourn

Attendance Thursday, November 15

Present:

A&S: Joanna Borucinska, Kristin Comeforo, Al DiChiara, Larry Gould, Nels Highbeg, Anne Pidano, Natalie Politikos,
Barney: Irina Naoumova, Onur Oz, Narendar Sumukadas
CETA: Saeid Moslehpour, Paul Slaboch
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Thursday, November 15, 2018

12:15 Reconvene
1. Point of clarification: Board of Regents does not approve Faculty Policy Manual. The reason for the February deadline for FPM modifications is in light of issuance of new faculty contracts (target: March 1).
2. Point of information: Senate is not obligated to send items to colleges for discussion prior to vote; this is tradition but not strictly required.

12:20 DISCUSSION AND SCHEDULED VOTES:
October 2018 Minutes
Motion to approve (Moslehpour). Motion seconded. Approved: 25-0-0

November Curriculum Committee Report
NH provides brief overview of Curriculum Committee report; Committee recommends approval. Reconfiguration of Hartt classes as 2-credits reflects their intermediacy (neither a lecture, nor a lab) and a desire to make all studio classes uniform within Hartt.
Motion to approve (Koffman). Motion seconded. Approved: 23-0-2

12:40 SGA Representative: Liam Bernier
1. March in support of transgender rights: Library to GSU, tonight @ 5pm. Will write letters to State politicians to keep transgenered persons in mind as legislation arises
2. Resolution in draft to make SGA Office a ‘safe space’
3. Resolution in draft to urge faculty to adopt Open Educational Resources in their classes
4. Resolution in draft to encourage community to honor and enforce smoking zones on campus
5. President expresses support of interest in SGA’s concepts for Sustainability Master Plan
6. Interest to furnish signage in Hillyer to increase clarity
7. Community garden in planning stage

12:45 Staff Representative: Ben Ide
1. New employee manual has electronic opt-in acknowledgement; 80 of 1000 staff-persons have viewed to-date
2. HRD move to Administrative Services Center delayed due to Open Enrollment (closes 11/16)
3. Benefits Task Force: Aetna unanimous choice over Blue Cross and United Healthcare
4. Elimination of elective spousal coverage (n=110 ) possibly saved an estimated $200K in claims last year
5. First-year advising will plan to staff 12 positions; starting with internal applicants
12:50 Committee Reports

Student Affairs Committee (Vahrenwald)
Call issued for University Scholars Program participation. Up to four awards; project expenses. Designed to encourage interdisciplinary work.

Faculty Affairs Committee (Wininger)
1. Working with Provost on short-term disability edits to Faculty Policy Manual
2. Working with a Dean on several proposed edits to Faculty Policy Manual
3. Ongoing discussion related to tenure status and chairships

Awards & Nominations Committee (Haston)
1. Twenty Coffin grants reviewed; announcements in next few weeks
2. Tonkin-Larsen-Trachtenberg nominations due in January

Environmental & Sustainability: No report

Diversity Committee (DiChiara)
1. Al Dichiara will replace Paula Alderette as Chair of the Diversity Committee. Paula is on temporary leave as chair, but will remain on the diversity committee.

Graduate Council Report (Slaboch)
1. Slate training ongoing
2. Graduate student registration transitioning to paperless

1:20 Old and New Business

1. Faculty Showcase
   a. 11/29, Shaw Center; please attend

2. Motion from October Senate meeting
   a. Senate shall create rubrics for how members are chosen for the President’s Advisory Council
   b. Call for further discussion. None
   c. Proceed to vote. Motion does not pass: 11-14-1 (clicker vote)

3. Diversity
   a. Senators express concern of a diffuse and unfocused diversity agenda
   b. Provost’s Office is aware of this, and working on it
   c. Senate Diversity Committee Chair will have presence at President’s Diversity Committee in future

4. Service
   a. Senate Officers express concern about low numbers of volunteers for some committees
   b. Senators gain perspective by discussion with colleagues
   c. Possible factors
      i. Lack of free time
      ii. Changes in University administration
      iii. Performance rubrics clearly define a lower-bound for performance

5. Student Support
   a. Invisible Support Network is overburdened; cannot accommodate new cases
   b. Concern for student welfare and University status
c. CAPS Office may be under-staffed due to personnel shifts
d. Senators report personal experiences getting only very late follow-up on cases (or none)
e. Speculation of possible revival of residential staff-position with all-hours availability
f. Concern of mis-representation by promising high support, despite lack of delivery
g. Recognition that staffing issues do not resolve instantly, and finite-resource environment

6. Internships
   a. Senators interested in within-college or (possibly) campus-wide uniformity in internships
   b. Various intensities, including duties, travel, and credit status create possible inequity
   c. Internship partners recommend a 1-semester pre-internship preparation class
   d. Interest to engage with Career Services and Pathways Program
   e. Senate Chair will convey to Deans as a first step

7. CAT Promotion
   a. Review of discussion from Tuesday Senate session
   b. Associate Provost seeks to work with Faculty Affairs Committee
   c. Without firm FPM policies, there are at least recommendations in place to guide process

8. President’s Advisory Council
   a. Discussion of failed motion
   b. Summary of Committee and what is known/anticipated for future iterations
   c. Summary of procedure in Summer/Fall 2018 for selecting this year’s Council
   d. Motion: The Nomination Committee shall draft guidelines for selection of President’s Advisory Council. (Moslehpour)
      i. This motion will inform proceedings for this Committee in future years
      ii. Haston: Would work directly with President to identify best set of guidelines
      iii. Friendly Amendment: The Awards and Nominations Committee shall draft guidelines for selection of President’s Advisory Council of committees requested of Faculty Senate in ad hoc fashion. (Wininger).
      iv. Moslehpour accepts friendly amendment.
      v. Senate agrees to hand-vote
      vi. Motion passes: All-19, 1, 0.

1:40 Adjourn
   Motion to adjourn (Wininger)
   Motion Seconded.
   Unanimous to adjourn.

2018-19 Committee Chairs:

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<th>SENATOR</th>
<th>COLLEGE</th>
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<td>Pidano, Anne</td>
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<td>Haston, Warren</td>
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<td>Vahrenwald, Michael/Slaboch Paul</td>
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Bylaw 4.a “Faculty Senate meetings are open to all full-time and part-time (adjunct) faculty. Administrators, staff, and others having proper business with the Faculty Senate may attend meetings as observers, upon invitation of (or approval of petition to) the Chair or the Executive Committee. Observers may not, during the meeting, petition the Faculty Senate Chair for the right to address the Faculty Senate, although the Faculty Senate Chair may invite observers to address the Faculty Senate from the floor on specific points of business. Only elected Senators have voice and voting privileges.”