Attendance Tuesday, April 16
Present:
President: Greg Woodward
A&S: Joanna Borucinska, Al DiChiara, Larry Gould, Nels Highberg, Anne Pidano, Natalie Politikos
Barney: Jerry Katrichis, Irina Naoumova, Narendar Sumukadis
CETA: Seth Holmes, Saeid Moslehpour, Paul Slaboch, Akin Tatoglu
ENHP: Sarah Hart, Claudia Oakes, Michael Wininger
Hartt: Warren Haston, Carrie Koffman, Tracey Moore, Peter Woodard,
HAS: Cat Balco
Hillyer: Paula Alderette, Jon Daigle, Mari Firkatian
Staff Association: Ben Ide
SGA: John Lamaita

Absent:
A&S: Kristen Comeforo
Barney: Onur Oz
ENHP: Adam Goodworth
Hartt: Steve Davis
HAS: Michael Vahrenvald, Andy Wollner

Tuesday, April 16, 2019
12:15 Call to Order
12:20 President: Gregory Woodward  https://ensemble.hartford.edu/Watch/z2Y4WmAi
   1. Incident during Accepted Students Day
      a. Two injured students are back in classes; professors will be accommodating
      b. Room & Board offered to roommates of aggressor
      c. GW interested in signage for rooms about how to react to an incident
         e.g. shelter in that room or not
   2. Enrollment
      a. Discount rate this year is 58.5% (past couple of years: 61%)
b. Deposit rate consistent with last year (380), plus additional 63 nursing students brings up to 449 which will be compounded every year by +50

3. Salary
   a. Equity adjustment planned for faculty + staff: $250K/each year over next 4 years; 2% merit built in every year for next 4 years.
   b. Currently: 100+ staff earning below living wage in CT

4. Board of Regents May meeting
   a. Will present architectural design for new academic building
   b. Still identifying best location

Q: Update on removal of spousal health benefits?
GW: Review still in progress; personal preference to repeal removal

Q: What level of budget cuts are planned for AY 2019-2020?
GW: 6-8% University-wide; 12% on academic side, mostly due to hiring freezes

Q: What level of budget cuts are envisioned beyond AY 2019-2020?
GW: Likely still further cuts, but not as extreme as 2019-2020

12:50 Staff Representative: Ben Ide
   —Staff Association (100 members) now Staff Council (660 non-union staff)

SGA Representative: John Lamaita
   —Spring Fling Color Run: 40 runners
   —Student-Faculty kick ball next week
   —Elections complete

1:00 Committee Reports
Diversity (DiChiara)
   —Priority of instructors with foreign accents (equity in student evaluations)

Student Affairs (Slaboch)
   —No update this month

Environmental & Sustainability (Holmes)
   —Sustainability Master Plan in ongoing development
   —Met with Jason Farrell (Facilities) regarding recycling
   —Interest to add a Director of Sustainability on campus

Q: What will be the cost of a major change in recycling?
SH: Facilities’ ongoing comprehensive review of vendors and partners will determine

Q: What about solar power?
SH: Emphasis first on waste and refuse; other opportunities will follow

Curriculum Committee (Highberg)
—Five programs; 29 course modifications
—Deadline: 5pm, May 2 for review for inclusion in 2019-2020 Bulletin

Q: Change in Chemistry requirements for ENHP?
NH: Reduce required Chemistry to a single course (reduced from two)

Q: Delay submission deadline?
NH: Need to maintain deadline so as to facilitate workload and timely review

Awards & Nominations (Haston)
—All major awards have now been decided for the year: Tonkin-Michele Troy, Larsen-Mala Matacin, Trachtenberg-Barb Crane
—Will provide an update on ad hoc Committee selection as a First Read

Faculty Affairs (Wininger)
—Short Term Disability
  -Summary of item evolution, including text from SDJC to FAC to Provost in April
  -Provost concerns about 1) defining term of STD, and 2) guaranteeing full salary
  -FAC at impasse
  -Discussion of Shared Governance
  -Senators agree that it is important to retain language assuring salary support
  -Recognition that Regents have ultimate control over FPM....
  -...but Senators need to advocate for Faculty rights to farthest extent possible
  -Interest to know how many Short Term Disability claims filed in recent years
—Signature Wall at Employment Manual webpage
  -HRD requires faculty member to agree to terms before accessing manual
  -Unclear how long signature wall in place
  -BI: Likely instituted by Lisa Belanger to mirror signature collected from at hire
  -AP: Will contact Laura Whitney + President Woodward with request for info

Graduate Council Report
<Tabled due to time>

1:10  FPM Disability
<See FAC report, above>

Employment Manual- signature wall
<See FAC report, above>

First Read: Guidelines for ad hoc committee selection
—Summary of evolution of guidelines, overview of guidelines
__Executive committee vetted this and 10-step process
__Does not go to colleges; goes to vote and inserted into by-laws
__Point 6 is central as well as 7&8

Q: What role is played by Chair of Awards & Nominations Committee
WH: At this time: none; reflects whole Senate’s stated desire for wide engagement in selections
Comment: A&N nomination responsibility is consistent with other committees such as SA/MAPP and FA/FPM
WH: Point 9 reinforces scenario if occasion arises during summer

1:40 Adjourn

Attendance Thursday, April 18th
Present:
Provost: Fred Sweitzer
VP of Finance and Administration: Laura Whitney
A&S: Joanna Borucinska, Kristen Comeforo, Nels Highbert, Larry Gould, Anne Pidano, Natalie Politikos
Barney: Jerry Katrichis, Irina Naoumova, Narendra Sumukadas, Onur Oz
CETA: Seth Holmes, Saeid Moslehpour, Akin Tatoglu
ENHP: Adam Goodworth, Claudia Oakes, Michael Wininger
Hartt: Warren Haston, Carrie Koffman, Tracey Moore, Peter Woodard
HAS: Cat Balco
Hillyer: Paula Alderette, Jon Daigle, Mari Firkatian
SA: Ben Ide
SGA: Amanda DeBellis

Absent:
A&S: Al DiChiara
CETA: Paul Slaboch
ENHP: Sarah Hart
Hartt: Steve Davis
HAS: Michael Vahrenvald, Andy Wollner
Hillyer: Paula Alderette

Thursday, April 18, 2019
12:15 Reconvene
1. Summary of the re-organization of the Provost’s Office
   a. Will formally recognize new and updated positions/appointees in announcement soon
   b. Despite changes, budget remains same
2. Short-term disability: 100% coverage must be discussed at President/Board level
Q: Has staff union contract been signed?
FS: Yes; 2-year term
Q: When will annual faculty evaluations convert to web-based format?
FS: Most likely timetable is for July 2020
Q: Can web-based format be piloted in July 2019?
FS: Likely not: We have not purchased the software yet
Q: Will evaluation template change in conversion to web-based format?
FS: No.
Q: Climate survey was linked for tracking completion. Are results not anonymous?
FS: Survey results are handled by a third party; only aggregate data are passed back
Q: Faculty are being asked to teach overload in lieu of hiring; are young faculty protected?
FS: Teaching overload is strictly elective, and no one’s productivity should be compromised
Q: Will budget cuts reflect program profitability?
FS: Budget modifications require a blended approach that considers many factors

12:40  VP of Finance and Administration: Laura Whitney
1. Short introduction/biography
2. Focus to date on understanding evolution of budget errors, and identifying new approaches
   Q: Why weren’t our flawed practices discovered earlier?
      LW: Agree- the discovery was long overdue
   Q: Does your office have perspective on like- or competitor institutions?
      LW: Most information is protected; typically only officer salaries are posted publicly
   Q: Does the University currently have a contingency plan?
      LW: No. We have a deficit and presented 3 scenarios: best, most likely, worst
   Q: What is our outlook?
      LW: I am optimistic, but trajectory requires increased revenue
   Q: Is there a way to back-track when the budget shortfall truly started?
      LW: Deficit is based on “hard numbers”, not projections; FY 2017-2018 is accurate

Also: Signature Wall @ HRD will come down.
Also: Planning a conjoined staff person between Human Resources and IT.

1:00  DISCUSSION AND SCHEDULED VOTES
Graduate Council (carried from Tuesday; Wininger)
   —University interested to expand graduate housing options. Facilities and Dean of Students attend Grad Council.

March 2019 Minutes

April 2019 Curriculum Committee Report
Q: Update on CPS?
   NH: Tabled until May as Kelly Weber was unable to attend April Curriculum Meeting
      —Clicker Vote: 26-0-1. Curriculum Committee report approved.

Senate Officers
—Candidate bios shown, officer candidates make brief address in all contests
—Clicker votes
—Chair: Katrichis defeats Wininger, 13-12
—Vice Chair: Highberg defeats Moslehpour, 14-11
—Secretary: Politikos approved, 25-0-1

**BAT Committee**
—Discussion of current membership (Katrichis, Fuller). Katrichis plans to remain
—Budget Advisory Team: Sumukadas defeats Koffman, 14-11

**Two Officers on Board of Regents**
—Discussion of Board of Regents, recent history and contracture including committees
—Reflection on Senate by-laws and officer roles
—Discussion of strategic placement of votes and contingencies for absences
—Action: Chair Pidano will place inquiry with BOR Chair Gordon to allow attendance of three Senate Officers whilst maintaining the two votes. Will ask President to go to Chair Gordon to request for one (chair and vice chair) to have proxy for either if both can’t attend.
—Senate agrees to proposed action:
   Hand-vote: 27-0
—Further discussion related to a change in Senate by-laws consequently tabled.

1:40 Adjourn