Office of the Faculty Senate

Faculty Senate Minutes

Tuesday, February 18 and Thursday February 20, 2020  A326 12:15-1:40

Attendance Tuesday, February 18
Present:
President: Greg Woodward
Provost: Fred Sweitzer
Senior Director of Alumni Engagment, IA and Assoc. VP for Development, IA: Caitlin Trinh, Sean Meehan
A&S: Joanna Borucinska, Abe Hefter, Anne Pidano, Ogla Sharp
Barney: Jerry Katrichis, Onur Oz, Rebecca Ranucci, Narendar Sumukadas
CETA: Tim Britt, Suhash Ghosh, Saeid Moslehpour, Paul Slaboch
ENHP: Sarah Hart, Claudia Oakes, Lucy Richard, Michael Winger
Hartt: Steve Davis
HAS: Cat Balco, Michael Vahrenwald
Hillyer: Paula Alderette, Mari Firkatian, Scott Scribner
Staff Council: Ben Ide
SGA: Liam Bernier
Coordinator: Lydia Chiappetti
Absent:
A&S: Nels Highborg, Natalie Politikos
CETA: Akin Tatoglu
Hartt: Carrie Koffman, Tracey Moore, Rita Porfiris, Phil Snedecor
HAS: Andy Wollner

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<th>Speaker</th>
<th>Information</th>
<th>Follow-up/Person Responsible</th>
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<tr>
<td>12:15</td>
<td>Chair: Jerry Katrichis</td>
<td>Thanks to Ben Ide for 8 years of service on Staff Association, now Staff Council. He will be replaced by Christina Lapierre</td>
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| 12:20        | President: Greg Woodward | [https://ensemble.hartford.edu/Watch/b3X4Ptq6](https://ensemble.hartford.edu/Watch/b3X4Ptq6)  
  • Strategic plan draft is in final review; President will spend time with Board in small groups next week  
  • Time to have conversation now for any additional input regarding big ideas; has anything major been left out? |                              |      |
• Thoughts about going to a full 12-month calendar like Dartmouth College. Year-round if want to graduate early or skip certain semesters for internships.
• Combining online with 12-month plan
• Maybe reduce/combine 7 colleges for redundancies
• 1700 graduate students=30M in revenue; area to include in strategic plan
• Create task force over the next two years for curricular areas
• Senator: students don’t have the money for 3 trimesters, need to have summer job
• President: they could have job flexibility during fall or spring semester, would be more in demand
• Summer dorms are empty so that would be income in the summer
• Question about financial aid since only offered 2 semesters not 3; President feels it’s possible since semesters could be reconfigured with aid
• Enlarging summer bridge this summer
• Offering summer courses for nursing students for purpose of helping students who are struggling by taking both biology and chemistry. Can now take one of these courses during summer months.
• Early retirement coming out next month
• Twelve years ago the average revenue $14500 and same today; operating costs based on revenue which is flat
• Financial aid $30M more spent than five years ago; next year will graduate last class with 48% discount rate. Replaced by a class with 61.5 discount rate
• Must cut expenses and increase revenue
• No update yet on merit raises
• Holding out on numbers of enrollment since Student Success center still tracking down some students; will have numbers by Monday when mailing goes out to board
• Retroactive pay increase last Spring of 2% but it was only half a year to
January so was actually only 1%. Contract was up 2% from the base. Increments should be done at a time of year when it can be enacted since February already and no flexibility to change budget lines.

- We do not have a contingency fund anymore so no room for error and need to be cautious.

| 1:00 | Provost: Fred Sweitzer | [https://ensemble.hartford.edu/Watch/n2TQe3q8](https://ensemble.hartford.edu/Watch/n2TQe3q8) |
|      |                         | • Had Faculty Evaluation Power Point which is not opening, so going to present at another meeting |

Questions and Comments:

- Comment: When forming any committees that lead to FPM or MAPP, please ask Senate chair or FA chair to select faculty senator to sit on committee. This will help speed the process through proper channels
- Daphne Berry will chair Jackie McClean Committee after Woody Doane goes on sabbatical
- Annual Faculty Evaluation tension between evaluation and feedback; chairs play two roles about
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| 1:00 | Alumni Engagement- IA: Caitlin Trinh/Sean Meehan VP for Support University philanthropically | • Support University philanthropically  
• There is a liaison for all 7 colleges to work with faculty on development and alumni relations  
• Planned giving; annual giving; capital |
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<td>Alumni engagement can be equated with admissions</td>
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<td>Would like to know when faculty have separate engagement, so IA is in the loop</td>
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<td>Will do better job of further educational opportunities like President’s College</td>
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<td>Question of estimate of how many alumni are in our records?</td>
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<td>Answer: 85,000 alums and well over 50%, but we do not have all the info regarding home address, email, telephone numbers. Showing great improvement because we now have ways to reach them.</td>
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<td>Question about graduate alums engagement. Caitlyn has worked at UConn in graduate engagement. Broad networking will appeal to undergraduates; will need more specific in graduate area i.e. panel discussions</td>
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**Attendance Thursday, February 20**

**Present:**
A&S: Joanna Borucinska, Abe Hefter, Nels Highberg, Anne Pidano, Ogla Sharp
Barney: Jerry Katrichis, Onur Oz, Rebecca Ranucci, Narendar Sumukadas
CETA: Tim Britt, Suhash Ghosh, Saeid Moslehpour, Paul Slaboch
ENHP: Sarah Hart, Claudia Oakes, Lucy Richard, Michael Wininger
Hartt: Steve Davis, Carrie Koffman, Tracey Moore, Rita Porfiris, Phil Snedcor
HAS: Michael Vahrenwald, Andy Wollner
Hillyer: Paula Alderette
Coordinator: Lydia Chiappetti
Staff Council: Christina Lapierre
SGA: Liam Bernier

**Absent:**
A&S: Al DiChiara, Natalie Politikos
CETA: Akin Tatoglu
HAS: Cat Balco
Hillyer: Mari Firkatian, Scott Scribner
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<th>Reconvene: Chair: Jerry Katrichis</th>
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<td>12:20</td>
<td>VOTES and DISCUSSION</td>
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1. January Minutes: in attendance 24
   Approve 23
   Do not Approve 1
   Abstain 0

2. February Curriculum Report: 24
   Approve 23
   Do not approve 1
   Abstain 0

- This FPM change will miss the 2020-21 since Board is meeting next week. In practice, any change on FPM has always been shelved for 18 months. This will allow for more frequent changes to FPM. There would be a second vote to accelerate any change and would require 2/3 vote. If expedient vote, then can be accelerated, but if someone would be disadvantaged, then
can vote no. Regular annual changes would stay majority vote.

- Barney has some reservations. Midterm changes to a contract would be disastrous, opening us up to issues; changes the goalposts mid-contract
- Barney bringing to senate with trepidation with added wording about any changes that would be detrimental to faculty who could then be relieved from this.
- Can changes be made mid-stream be considered legal. Lawyers felt not legal. Unintended consequences could be severe.
- Barney suggests tabling and coming back with revisions. Or comfortable with enough information and go for a vote
- Contract binds us to the FPM and any changes to the FPM changes the contract.
- Senator: we never know unintended consequences and would never intentionally hurt faculty. Not making changes to contract itself. Not going into effect for 18 months. If there is an
issue that may be detrimental, then senate wouldn’t pass it. Impetus was that wanted changes to happen more frequently because these were positive changes for the faculty.

- Came about from a growing sense that changes were taking too long. Example; P&T appeals committee made changes and those changes would not be implemented for 18 months.
- Safeguards will be the same process, just the timeline changes. Extra safeguard since any regent changes would have to go through a 2/3 vote first to be considered.
- Fred was thinking about putting a slight change in the language of contract that would make it legal. This was discussed over a year ago, no update. This would be parallel with this FPM change.
- Legal question is if we change terms mid-contract then makes it a voidable contract.
- Senator answer: change in policy doesn’t change the contract, may alter future contracts.

| Jerry and officers should check with Fred about this contract language | Next officers meeting-March 12th |
|   |   | 3. FPM Change-Section 16 attendance 26
  Approve 19
  Do not approve 4
  Abstain 3 |
|---|---|---|
|   |   | 4. Greenberg Junior Faculty Committee
Karen Tejada
Approve 23
Do not approve 2
Abstain 0 |
|   |   | Claudia Oakes
Approve 23
Do not approve 2
Abstain 0 |
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| 12:50 | Staff Council: Christina Lapierre | Christina Lapierre- introduced as new staff council representative  
- Would like a Senate Rep or faculty member on Staff Council  
- Second Weds. of the month at GSU 1-2pm. |
|       | SGA Report: Liam Bernier | SGA report was printed and was passed around at meeting  
- Environmental & Sustainability Resolution signed in conjunction with Senate  
- Faculty and staff get free coffee from Einsteins. Trying to get reusable cups with Hartford logo for staff, fac, and students. Study shows 22,000 paper cups being wasted=$1600 annually.  
- Research grants for faculty/student research projects; email SGA or lbernier@hartford.edu for application which was not attached to provost email. Due March 14th and awarded early April  
- Accessibility to dorms and basement is |
another project - working with Dean Isaacs.
- Spring club fair to generate interest first years to join clubs now that they are settling into year. Good turnout
- Reaching out to accepted students and parents on conference calls has been successful.
- 5k run Splash of Color coming up
- Returning Alumni speaking about post-grad experiences
- Company visits and graduate programs today in Gengras
- March 10th is trivia contest; had poetry night as well all in Hawk’s Nest

| 1:00 | Committee reports: Faculty Affairs | FA : First Read Section 5.2 and 5.6.2 Friendly amendments to last paragraph with adding Deans and Provost. Exceptions may be agreed upon by the dean and provost depending on the instructional responsibilities of the position and the professional expertise and experience. Strike last sentence. Faculty candidate instead of member. Second page | Lydia to send language with friendly amendments to all senators in preparation for their college meetings |
| Environmental & Sustainability Graduate Council Diversity | - Praise and congratulations to FAC for this change to FPM 5.6.2 making it much clearer  
- Take back to colleges for advisory votes  
| MAPP First Read on Curriculum Revision Processes  
- Housekeeping on the Curriculum Process to take out extra steps.  
- Creating a system that would be more effective; adding in deadlines to alleviate back log of Curriculum and Program review changes  
- Take back to colleges for advisory vote  
| - ES: First Read on Resolution for office of E&S. senators should take back to colleges  
- Updates on graduation admissions; students can now sign terms and conditions online which streamlines the process |
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| **Civility Task Force** | • Developing two new initiatives  
• How a diversity director would be incorporated into the mentoring system for our faculty  
• Creating a Diversity statement for all faculty applicants to be mandatory not optional; currently an option only  
• this does not have to go to FA since FS has no say in boiler plate language in FPM  
• Should stay with diversity committee who will bring resolution to Senate and then to Provost  
Civility Task Force working on statement soon; meeting next week |
| **CAT Task Force** | • Distinguished professorship will be discussed with T Stores who sits on that committee  
• Working on better definitions of Program director and Associate Deans in the FPM; right now there is no definition of any kind while chair is defined relatively well |
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Unfinished and New Business

- Steve Davis article in local Windsor paper about performing at Center Church in Windsor on Sunday afternoon, free to public.
- Concerns about third party organization asking for verification of spousal insurance with signed affidavit by March 11th. Third parties with Cyber Security and Sexual Harassment was also mentioned.