Office of the Faculty Senate
Faculty Senate Minutes

Tuesday, October 15 and Thursday, October 17, 2019 Auerbach 326 12:15-1:40

Attendance Tuesday, October 15th
Present:
President  Greg Woodward
Provost Fred Sweitzer
Vice President of Finance and Operations: Laura Whitney
A&S:  Abe Hefter, Bryan Sinche, Al DiChiara,  Nels Highbeg, Anne Pidano, Natalie Politikos, Ogla Sharp
Barney: Jerry Katrichis, Onur Oz, Rebecca Ranucci, Narendra Sumukadis
CETA: Suhash Ghosh, Saeid Moslehpour, Paul Slaboch, Akin Tatoglu
ENHP: Lucy Richard, Michael Wininger
Hartt: Steve Davis, Warren Haston, Carrie Koffman, Tracey Moore, Phil Snedecor
HAS:  Michael Vahrenwald, Andy Wollner
Hillyer: Paula Alderette, Mari Firkatian, Scott Scribner
Coordinator: Lydia Chiappetti
Staff Council: Ben Ide

Absent:
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<th>Agenda Topic</th>
<th>Speaker</th>
<th>Information</th>
<th>Follow-up/Person Responsible</th>
<th>Date</th>
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<tr>
<td>12:15</td>
<td>Chair: Jerry Katrichis Convene</td>
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<td>12:20</td>
<td>President: Greg Woodward</td>
<td><a href="https://ensemble.hartford.edu/Watch/Nc34RsHt">https://ensemble.hartford.edu/Watch/Nc34RsHt</a></td>
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<td>Census numbers: Board’s middle of the road scenario was 1386, so came out close. Budget based on 1464 with 1425 as adjustment. Actual Oct. number 1380 (40 first years didn’t show up which is worth 1M). These were financially disadvantaged students whose discount rates were high, so our discount went down a point which means recupering 1M. 6794 students</td>
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attending: full time, part time, online, etc. Undergrad down 100 and Grad up 200.

- Discount rate slightly below 76% when factoring everyone in becomes 72%. Down in discount –positive and retention stayed flat.

- Discussion of Westbrook Village on Albany Ave. being built by same architects as Blue Back Square.

- About to start on River Walk, clearing out around pond and put new viewing dock.

- Marketing blitz about our improvements; 3M in budget for this purpose.
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| 12:40 | Provost: Fred Sweitzer| https://ensemble.hartford.edu/Watch/Rx9t6T2K | - New faculty Demographics-chart handed out. 43% male vs. 57% female total; without NTTs 28% male vs. 72% female.  
- New category: teaching Faculty who would teach more than tenure track faculty focused on scholarship of teaching and learning; Deans are ready to go. Would like to put task force together of senators or non-senators.  
- Student evaluations; would like to stop requiring them in any type of faculty evaluations; should be a choice and faculty could put forward other criteria. |
| 1:00  | VP of Finance: Laura Whitney | https://ensemble.hartford.edu/Watch/Cq7s9PWn | - Bond issue for new academic building ready for Fall 2021; 58M for renovations as well for Dana, Auerbach Auditorium. Borrowing 50M from CHFA. Money is fairly inexpensive. Refinance 45M of debt, extend debt service to $750,000. Debt levels lower than Sacred Heart, Fairfield, and Quinnipiac. Balance sheet strong since we haven’t borrowed as much as our peers.  
- Question about priority to bring staff to minimum and faculty to median levels of bands. Bands haven’t been changed in 4
years. $250,000 put in reserve for both faculty and staff.

Questions and Comments:

- We are 15% less than median and are we going to be now 15% less than the peers or median. President using language of cost of living.

- Question about operational budget and what falls under operational; nothing restricted falls under that header

- Is there an equity pool and a merit pool; both in budget that approved in May. Now hit census, so have to make decision about what’s in and out.

- Do you see a growth in research expenditures; no, not in budget unless 90% guaranteed revenue.

- Needs to look at how resources are deployed.

- Question about Study Group, formerly EC Higher Ed. Are they profitable? Assumed 1M in revenue, but didn’t happen. Even our international students are discounted. We will discount them 20% and see what happens; are we prepared to run a 12-month campus since international students require different services
- Merit increase—will do another pass at the budget and will see; was in original budget, but have to re-determine.
- Asked about worst threat: taking risks but good risks; have capacity to borrow; banking on enrollment of undergrad students of 5000 in 4 years.

1:40  Recess

**Attendance Thursday, October 17th**

**Present:**
A&S:  Al DiChiara, Abe Hefter, Nels Hightberg, Anne Pidano, Natalie Politikos, Olga Sharp
Barney: Jerry Katrichis, Rebecca Ranucci, Narendar Sumukadas, Onur Oz
CETA:  Tim Britt, Suhash Ghosh, Saeid Moslehpour, Paul Slaboch
ENHP:  Sarah Hart, Claudia Oakes, Lucy Richard
Hartt:  Warren Haston, Carrie Koffman, Tracey Moore, Phil Snedecor
HAS:  Cat Balco, Andy Wollner
Hillyer:  Paula Alderette, Mari Firkatian, Scott Scribner
Coordinator: Lydia Chiappetti
Staff Council: Ben Ide
SGA: Liam Bernier

Absent:
A&S: Bryan Sinche
ENHP: Michael Winingier
CETA: Akin Tatoglu
HAS: Michael Vahrenwald
Hartt: Steve Davis
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<td>12:15</td>
<td>Reconvene: Chair, Jerry Katrichis</td>
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<td>12:20</td>
<td>Discussion and Votes:</td>
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<td>Sept. Minutes:28 total</td>
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<td>Approve 27</td>
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<td>Do not approve 0</td>
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<td>Abstain 1</td>
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<td>October Curriculum Committee Report:28 total</td>
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<td>Approve 26</td>
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<td>Do not approve 0</td>
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<td>Abstain 2</td>
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<td>Grievance Committee: 28 total</td>
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<td>Paige Bray: 25 -0- 3 abstain</td>
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<td>Mihai Tetal: 26-0- 2 abstain</td>
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P& T Committee:
Glen Adsit 23-1-4
Josh Russell 23-5-0
Akram Abu-aisheh 24-2-2

These 3 nominees will be put forward to Provost Sweitzer

Change of Language to Senate by-laws:
Approve: 25
Do not Approve: 3
Abstain: 0

First Read for FPM change to 40 weeks:
• Hope to get to 39 weeks, but feel provost will sign off on 40 at this point
• Last sentence about chair/dean meant to be one of them, not both
• Question about changing 10 months to 9; was not discussed in committee
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<td>12:40</td>
<td>First Read for MAPP change for Grad Student Applications:</td>
<td>• Only applies to domestic students</td>
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<td>• Committee can continue discussing before next month’s vote</td>
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<td>• Friendly amendments welcome</td>
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<td><strong>Staff Council : Ben Ide</strong></td>
<td>Adam Whitney (Sep. 26) and from President Woodward (Oct. 9).</td>
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<td>Staff Council is sponsoring two retirement/medicare workshops for all employees considering retirement in the next few years: Oct. 15 at noon in the Konover Great Room and Oct. 31 at 3pm in GSU 339. The guest speaker is from the North Central Area Agency on Aging (NCAAA). We are also sponsoring a repeat of last year's fundraiser. See UNotes or <a href="https://my.mcmfundraising.com/2019-fall-university-of-hartford-staff-council/ben-ide">https://my.mcmfundraising.com/2019-fall-university-of-hartford-staff-council/ben-ide</a> for more info (or tinyurl.com/SC-BI-yum). The fundraiser ends 10/23. Staff Council will start a monthly staff member recognition program this month. If you know someone who is an unsung hero, please let Ben Ide know. David Gordon, Chair of the Board of Regents, will be our guest at the December 11 Staff Council meeting.</td>
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<td>SGA: Liam Bernier</td>
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| **Committee Reports** | **Curriculum Committee: New Curriculum Proposals:**  
  - Streamlining the process; adding SCAA to the process; looking to make changes next year; adding deadlines for submitting curricular changes to allow sufficient time for review at Senate. For example, by March 15th all PRS would be cut off for Fall. Then, could map out over the spring. April 1st for CCFs. Need to eliminate old courses from Bulletin so can reuse those numbers  
  - The financial ramifications need to be finalized before reaching senate curriculum committee. Must decide who signs off: perhaps Provost/Laura Whitney needs to sign off.  
  - Modifications should include the deans’ offices not Provost.  
  - Change forms coming through without the full Program Review sheet accompanying or preceding it may require several adjuncts, but really should require a new full time faculty member.  
  - This will be reflected in the MAPP when changed  
  - Looking at way to combine SCAA with Senate curriculum committee. |
| **FA Curriculum:** |        |
- Streamlining some processes in the Grievance Committee; will come to senate next month

A&N:
- Warren met with budget team to ascertain history of TLT
- Will meet with upper admin to make these funds whole again
- Awards still happening, just not sure about awarded amounts
- Committee felt strongly about symbolism of these awards; do not want faculty to feel slighted by not supporting the funds
- Senate now is responsible for handling these funds. They are still endowed with poor returns
- Market value for Larsen is $150,00; $50,000 for Tonkin and Trachtenberg

E&S:
- Trying to instigate a non-plastic bottle policy by having facilities install water stations
- Savings from using online newspapers and what newspaper we have is used to compost in our gardens
- Barney students to work on return if we have an environmental program; building an academic business program

Diversity:
- Can now coordinate with President’s committee on Diversity since Sarah Hart is on both senate and President’s Committee
- Still working on Center for Diversity; trying to coordinate with faculty and staff so will forward initiative to Ben/Christine LaPierre.
- Trying to find a budget to bring in a speaker, so that eventually it will get the attention it needs

SA:
- USP Call went out yesterday; not aligned with honors program, but similar
- We had 2 applicants last year and can fund more
- Will look into aligning with honors program
- MAPP changes coming for next month

Civility Task Force:
- Trying to work on Civility Statement
- Meeting in December gathering information right now.

CAT Task Force:
- Two meetings last month; have some language which will be brought to senate for first read. Want to know exactly what Fred is looking for, so do not need to modify several times. Will have to be brought to FA as well
- Senator: thought that these should be different contracts according to what Fred
said at Tuesday meeting. Discussion of CAT versus a pure teaching contract.
- What protections would be in place for this non-tenure track. Suggest that we limit the amount that can be hired. There is a limit in FPM of 15%.
- Fred indicated that CAT is non-tenure track.
- This all came out of FoF. New categories came out of that initiative.
- CAT faculty do feel like second class citizens; it remains a hierarchy; Fred wants us to create a task force before going back to colleges.
- Suggestion to refer to FA for consideration

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<th>Clark wants to create a mission statement for Graduate Council</th>
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<td>New and Unfinished Business</td>
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<td>1:40</td>
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