Office of the Faculty Senate

Faculty Senate Minutes

Monday, March 22 and Wednesday, March 24, 2021 12:45-2pm

Attendance Monday March 22

Present:

Provost: Fred Sweitzer
President: Greg Woodward
A&S: Joanna Borucinska, Laura Enzor, Randy Jacobs, Kathy McCloskey, Natalie Politikos, Olga Sharp
Barney: Jerry Katrichis, Onur Oz, Rebecca Ranucci
CETA: Tim Britt, Shertukde Hemchandra, Saeid Moslehpour, Paul Slaboch
ENHP: Mary Gannotti, Sarah Hart, Dawn Roller
Hartt: Steve Davis, Carrie Koffman, Tracey Moore, Phil Snedecor
HAS: John Nordyke, Michael Vahrenwald
Hillyer: Mari Firkatian
Staff Council: Rachel Yacouby
Senate Coordinator: Lydia Chiappetti

Absent:
A&S: Al DiChiara
Barney: Narendar Sumukadas
CETA: Suhash Ghosh
ENHP: Lucy Richard
Hartt: Rita Porfiris
HAS: Marisa Williamson
Hillyer: Linda Moran, Scott Scribner
SGA Rep: Harshini Senthil

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<tr>
<th>Agenda Topic</th>
<th>Speaker</th>
<th>Information</th>
<th>Follow-up/Pers...</th>
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<tr>
<td>12:45</td>
<td>Chair: Jerry Katrichis Convene</td>
<td>Senate Meeting Video Recording: <a href="https://hartford.webex.com/webappng/sites/hartford/recording/7167f6ad7c7d4c8380e82d38eb8815fd/playback">https://hartford.webex.com/webappng/sites/hartford/recording/7167f6ad7c7d4c8380e82d38eb8815fd/playback</a></td>
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Q&A:

- Teaching Faculty would not be tenure track: expected to do scholarship and do not anticipate these teaching category to pursue scholarship.
- Also, Tenure is lifetime appointment; need to staff up areas that are hot such Health Sciences and need flexibility to staff up areas as they change over time.
- Teaching load is 12 hours a week or equivalent (4&4) as per FPM.
- Made changes a few years ago (Hartt teaching 4&4 and rest 3&3).
- CAT faculty often teach 4&4 and that would be expected of Teaching Faculty since do not have added time burden of scholarship.
- Flexible contracts like with CAT; important for people to secure multiple year commitments rather than year to year and it’s worked well with CAT; initial appt.2 years, then 3 years, then comprehensive review for 5 year contracts after that; can apply for promotion somewhere in there for assistant to assoc. to full.
- Can add additional positions as instructors as well.
- Will number of adjuncts go down? 32-33% (low compared to U. of New Haven is 50%) of credits.
taught by PT; not sure how it will shake out; teaching faculty will reduce need for adjuncts in those areas; smaller cadre of faculty in general
- Greg asks question: have had discussion in the past about possibility of post-tenure faculty have choice to have their duration in different categories such as teaching only; is it possible for TT to make deal with their deans around teaching versus scholarship?
- Fred answer: Multiple Paths to full is a work in progress; people can choose to focus on service then teaching and then scholarship for a period of time; can try to put in place for Associate Professors so they can see which category they prefer in their 5-6 years and then put into place for pre-tenure faculty
- Not reducing faculty just a transfer of lines, a replacement from TT to teaching faculty line
- What incentives do we have that teaching faculty stay current in their field; part of the expectation, consumer of scholarship non generators of scholarship

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<th>1:20</th>
<th>President: Greg Woodward</th>
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<td>Letter went out 10 minutes ago to Regents before Exec. Committee meeting tomorrow</td>
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<td>Covid cases gone up with 58 positive cases last week which equals as many as last semester in total; 40 of the 58 are Greek life students</td>
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- 79 active contacts: 53 on campus and 26 off campus
- One strike policy; suspending Greek life
- Many students have decided to take a spring break without an official break; asking them to quarantine or take a test (if they have a tip about those students)
- One student transported this morning to hospital after being in isolation
- Parents saying too loose and many more saying too strict since country opening up but our cases have risen so need to stay vigilant
- Down 800 students in dorms with 2000 overall; $10,000 a student which translates to 8M loss; here for all semester unlike Fall
- 92% retention from Fall-Spring was good news for undergrad revenue; budgeted 93% overall with 57.7% discount rate (3% better than predicted) which makes up for loss
- Grad, PT, online revenues are ahead of budget
- Covid expenses tracking what we thought -500k reimbursement for spring testing
- 4.7 M from second Cares Act of which 2.2 Million has to go students (half of what we received in total)
- Could go to their bills and we had 2M in unpaid bills last few years
- American Rescue Plan Act 43 billion for higher ed; our portion is 12.399 Million (50% for student grants and 50% for institutional use) which can offset Covid expenses and another
6M to help students to pay bills or other issues to attend college
- $8.5M budget pressure leaves us in good position since we have 4.7 coming in so down 3.8 which could be wiped out with additional funds coming in
- Can apply any overage to next year
- Three scenarios like last year with guidance from EAB board: worse, likely and best
- Conservative approach of 66% discount rate advised by EAB
- Graduate class of 56% discount so big difference
- 400 students down in fall due to some continuing to commute and taking remote classes
- Keeping commuter distance at 60 miles which will contribute to lower campus housing numbers
- 3 Million deficit will probably go up and double due to Covid expenses: testing, etc

Q&A:
- No school has required students to get vaccine
- Opening up vaccine with anyone over 16 including students from out of state by April 5th
- HHC Mobile vaccine center that’s parked on campus
- Get the J&J to keep it simple and one dose
- Bus the students to clinic at Hartford Health Care
- If having in person classes then faculty and staff should all be vaccinated

- Enrollment: up with applications, (93% of last
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<td>couple of years) more than 1000 accepted over last year; completions are up as well and scholarships are well attended and online visits doing well</td>
<td>• Feel that enrollment will increase with 7-8 new programs which may give cushion to do more around increments</td>
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<td>• Facilities changed to third party with Aramark (will do all jobs from dining to cleaning) which will save 1.5 million; 85 fewer people work at the university due to this third party transfer savings in time, money, and energy</td>
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<td>• Sold the DeWitt Collection after 17 years; will bring 2.5M+ in funds; Heritage Auction of Texas won the bid</td>
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<td>• Asylum Avenue Campus –two developers looking at campus; filled with asbestos and lead</td>
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<td>• First time in March Madness –very exciting; tracking interest in applications from March Madness</td>
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<td>• Hired the Winters Group to continue our work on DEI</td>
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<td>• 3 &amp; 3 Teaching load and 9% TIAA back for fall</td>
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Fred:

- Dean Search: finalist visits for Barney search and will be able to join in summer
- Hartt search will be meeting later this week for semi-finalists; hired by fall
- Monitoring 3 ft CDC change in rules; not sure how it will apply to higher ed; planning a normal Fall semester with higher density
- Increased hybrid and face-to-face in fall
• 200 FT and PT who are not currently teaching in person
• Board is holding special meeting this Friday to discuss Athletics
• Second round of early retirement went out today
• Commencement still proposed: excel Center holds 13,000; 10% capacity is 1300 people (400 students at a time with 2 guests each)
• Adding up last year and this year’s students it’s 3500 students, but rough estimate would be 400 students at 6 ceremonies; 8:30am, 2pm and 7:30pm on Sat. and Sunday-two on stage (maybe deans) no faculty, but Greg and David Gordon
• Other schools doing something less formal getting crushed on social media

Q&A:
• Flexible program in Heath Sciences, so why most of Teaching faculty ending up in A&S and not others?
• A&S provides wide range of courses: math, writing, sciences, history staffed by PT who have other jobs; they would like full time employment
• Best use of PT making them FT with employment security
• Open to other departments and colleges hiring teaching faculty
• Can we open up teaching category to Tenure faculty – Fred has not thought about this, but don’t see why not; what about TT people; creating teaching path leading to full as mentioned earlier-open to taking a look
• Which of those columns included adjunct faculty showing 15% and 20%
• Not there since there are hundreds of PT, yet
only 32% of credits taught; since two different metrics wasn’t sure how to add them to chart

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<th>Activity</th>
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**Attendance Wednesday March 24**

**Present:**

- A&S: Al Dichiara, Laura Enzor, Randy Jacobs, Natalie Politikos, Ogla Sharp
- Barney: Jerry Katrichis, Onur Oz, Rebecca Ranucci, Narendar Sumukadas
- CETA: Tim Britt, Suhash Ghosh, Saeid Moslehpour, Hemchandra Shertukde, Paul Slaboch
- ENHP: Mary Gannotti, Sarah Hart, Lucy Richard, Dawn Roller
- Hartt: Steve Davis, Carrie Koffman, Tracey Moore, Rita Porfiris, Phil Snedecor
- HAS: Michael Vahrenwald, Marisa Williamson
- Hillyer: Mari Firkatian
- Staff Council: Rachel Yacouby
- SGA: Harshini Senthil
- Senate Coordinator: Lydia Chiappetti

**Absent:**

- A&S: Joanna Borucinska, Kathy McCloskey
- HAS: John Nordyke
- Hillyer: Linda Moran, Scott Scribner
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<tr>
<td>12:45</td>
<td>Chair Jerry Katrichis: reconvene</td>
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<tr>
<td>12:50</td>
<td>VOTES and DISCUSSION</td>
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<td>1. February Minutes: Approve 22</td>
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<td></td>
<td>Do not Approve 0</td>
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<td>Abstain 0</td>
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<td>Do not approve 0</td>
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<td>Abstain 2</td>
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<td>1:00</td>
<td>Staff Council: Rachel Yacouby</td>
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<td>SGA Rep:</td>
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<td>Katie Kitchens came to speak about Covid response; United Way Campaign began on March 22\textsuperscript{nd}, Lynn Thibodeau sent out announcement with payroll deduction. Ends on April 1\textsuperscript{st}</td>
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<td>Harshini Senthil</td>
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<td>Committee reports:</td>
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- Feeling of super burnt out without Spring break and no days off
- RA are hearing about the need for day off and professors were told to give mental health days off but not required.
- One day off in middle of week would be acceptable
- Academic research grants will be going out to deans and associate deans

| Faculty Affairs |

- Nothing for voting; actively working on these items
  - Grappling with 15% issue
  - Teaching category
  - Adding Shared Governance to bylaws as standing committee
  - Distinguished Professor language
  - Chair of FA to be on committee for Fall opening with plans A-Z

| Shared Governance |

- Shared Governance statement at last meeting and sent to FA for a bylaw change for a permanent committee
  - Must be approved by FA first before coming to Senate
| Environmental & Sustainability | • Met on the 12th and discussed end of year event that would send students to summer vacation thinking about reuse and recycle mindset  
• Pull in entire community for repurposing with materials given out  
• May 3rd or 5th with 2 or 3 sites: commons, library, GSU  
• Creating sculpture from recycled materials; repurposing cans, newspapers, etc.  
• Consider internship with environmental studies over the summer and document  
• Mirror this event in first week of fall semester  

TLT announcement will be in UNotes by end of semester  

Winters Group hired to develop a DEI plan for university  
-advise from Chair to connect on this new development by getting in touch with Chris Grant and having them meet with the Senate  
-Jerry will get in contact with Chris Grant  
-Revision of policy of policies came up in meeting  
-It needs to be carefully reviewed each time a policy is being revised making it more relevant by including adverse impact on certain groups |
<p>| A&amp;N | Diversity |</p>
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<th>SA</th>
<th>Civility Task Force</th>
<th>Graduate Council</th>
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| | on campus  
  - No language about DEI in old policy  
  - Diversity committee could be part of the review process – willing to review from lens of DEI | |
| |  
  - First Read for Transfer of Credits MAPP; can use towards credits but not GPA  
  - Dean can use to calculate an internal GPA  
  - Want clarity to use transfer credits in repeated course  
  - More equitable for students with financial burden; more options and clarifies credit versus GPA  
  - Another MAPP change coming at next meeting | |
| |  
  - Hasn’t heard from president about approval from Regents; will email him as a reminder | |
| |  
  - Nothing major to report: pushing for a chance to meet with RJ McGivney and grad council  
  - Graduate Open house week-long event done virtually | |
<p>| 1:20 | Unfinished and New Business | Nominations for P&amp;T Committee: reviewed names and bios quickly before vote in April |</p>
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<td>• FA wants to open up discussion of 15% question</td>
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<td>• Fred brought this up on Monday March 22\textsuperscript{nd}</td>
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<td>• Senator: concern with only looking at FT, CAT, ETC, and adjuncts are not being counted; their numbers are increasing without note</td>
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<td>• FA has been gathering data taught by PT-33-34% of credits generated includes adjuncts and other PT contracts</td>
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<td>• FA wants to tie in language including PT to put some parameters around that with brand new language</td>
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<td>• Senator: CAT is supposed to be 4&amp;4 and some are 3&amp;3; need for distinct roles</td>
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<td>• Health Sciences need to be taught by master clinicians and they don’t have scholarship agenda; why will they keep same load as FT TT faculty</td>
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<td>• Chair: question about reducing load in FPM for normal track faculty</td>
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<td>• Major ask of raising 15 to 20%</td>
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<td>• Senator: not clear how this is happening when the language is set in FPM</td>
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<td>• Senator: concerned about who will be the Teaching Faculty and will have to keep up with teaching methods which will become like another CAT</td>
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<td>• Senator: would like to see side-by-side of each category because of overlapping;</td>
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issue with terms of contract
- Senator: main issue should be 20%
- Senator: provide relief in the Gen Ed strand particularly math and English
- Currently at 15% but will be at 16% in 2021-22; projections to 19% 2024-25.
- PT is at 33-34% credits which includes F3
- Senator: A&S Dean is on board with Teaching Faculty
- Senator: faculty may ask for a CAT, but may receive a teaching faculty
- Fred showed data that these new teaching lines would help increase enrollment
- PT are not included in this data
- Need to tell them that they should have ceiling on both those categories
- Senator: would teaching faculty be taken from adjuncts
- Senator: what is the scenario if we said “no”; it would go to BOR who usually has the final say

- Hybrid classes: more work than straight remote course or straight land course; needs to be credited as more than one prep in teaching load, suggestion about 1 1/2 prep time with 15 cap on students
- Senator-overload course this semester with 110 students and all are hybrid;
exhausting and much work; keeping remote students engaged is tough
- Senator: would like to have conversations with provost and President about long term model; unlocked this modality and sense is that students can have it whichever way they prefer making for a very different undergrad experience

| 2:00 | Adjourn |