Office of the Faculty Senate

Faculty Senate Minutes

Monday, October 19 and Wednesday, October 21, 2020 12:45-2:00pm

Attendance Monday, October 19

Present:
President: Greg Woodward
Provost: Fred Sweitzer
A&S: Al DiChiara, Laura Enzor, Randy Jacobs, Kathy McCloskey, Natalie Politkos, Olga Sharp
Barney: Jerry Katrichis, Onur Oz, Rebecca Ranucci, Narendar Sumukadas
CETA: Suhash Ghosh, Saeid Moslehpour, Hemchandra Shertukde, Paul Slaboche,
ENHP: Mary Gannotti, Sarah Hart, Lucy Richard, Dawn Roller
Hartt: Steve Davis, Carrie Koffman, Tracey Moore, Phil Snedecor
HAS: John Nordyke, Michael Vahrenwald, Marisa Williamson,
Hillyer: Mari Firkatian, Linda Moran
Staff Council: Ben Ide
SGA: Harshini Senthil
Coordinator: Lydia Chiappetti

Absent:
A&S: Joanna Borucinska
CETA: Tim Britt
Hartt: Rita Porfiris
Hillyer: Scott Scribner
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<th>Time</th>
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<td>12:45</td>
<td>Reconvene</td>
<td>Chair: Jerry Katrichis</td>
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| 12:50 | Provost: Fred Sweitzer | Video recording link: [https://hartford.webex.com/recordingservice/sites/hartford/recording/playback/f75f0129d1b1478c976ff16fa9bc2516](https://hartford.webex.com/recordingservice/sites/hartford/recording/playback/f75f0129d1b1478c976ff16fa9bc2516)  
  • Decisions on searches typically made in May and June. Did not work that way this year. Made some decisions, but because of budget situation had to wait.  
  • Delicate balance with flat and dropping enrollment; have to move faculty into some programs that will aid in the enrollment growth  
  • New category of Teaching Faculty; showing chart of CAT and ETC (not hiring ETCs any more, switching them into CAT category)  
  • Would like to come in at 353 in FT faculty next year because anticipating lower enrollment  
  • Question about adjuncts included in 15% figure.  
  - Do not have a percentage of adjuncts, but around 30% of credits taught by adjuncts |
| 1:20  | President: Greg Woodward |  
  • Zero cases this week of Covid; haven’t had a staff/faculty case yet; exploded at our competitors  
  • Checking on off-campus houses which need to abide by the |
on campus rules

- Many DEI programs running online with successful results
  Book group; 4 ½ hr. session on Diversity Ed; Affinity groups;
  Rogrow Lecture; Bilal Sekou ran a program; Woody Doane
  ran a program
  Chris Grant interviewing for ½ time assistant
- Looking forward to the Senate’s task forces on Curriculum
  and Fred’s on Cultural Competency (over 40% students of
  color)
- Interested in Gen Ed: want to agree that we offer “Hartford
  Promises” in addition to skilled education and pathways to
careers with more growth in UIS (more classes, faculty and
more students) to market and deliver on.
- Continue to pay attention to ELOs/HPs as well as other
  areas such as internships, abroad study, clinical, Gen Ed
  that support intellectual curiosity
- Push the agenda around DEI
- Task Force on Shared Governance:
  - please invite Greg as committee develops its mission
  - faculty represented well on RPPC and 2 senators on Regents, but a
    little shy of what might be ideal
  - DEI revving up and would like to see same energy around
    E&S

- Civility Statement-can this be shared with Juli, new SGA
  president and Ben Ide, Staff Council for edits and
  ratifications. Entire University endeavor.

- Career Education, not happy with engagement with our
  career office. Brook Penders, director of career office,
  working on how to engage undergrads and graduates.
  Professional Partnerships-

Lynn Baronas in Professional Partnerships moved over to IA and would like to see this department working with Deans more closely. Reality of our marketplace
- support internships, clinicals, experiential learning
- mark of distinction for UHart
- In light of new academic building, residence halls need to be renovated (donors don’t typically give money for dorms)
- only Hawk Hall is decent
- Looking at 3rd party resident halls construction
- must develop budget to attract 1st years
- Task Force on Athletics
- Board will receive report in Nov and discuss then and in Jan. to determine right sizing and future of athletics on campus

- About $23M down this year in revenue ($166M in revenue)
- Enrollment down by 340 students
- 50/50 divide between salary for Faculty and Staff
- Staff numbers will have to continue to shrink; 70 positions eliminated, 30 were vacant, 17 took early retirement, 25-30 were asked to leave
- Vision 2019 5-yr plan to profitability presented to Board; Pandemic happened and had to put on hold
- Down in traditional programs: A&S, Barney, and Engineering/technology numbers down (those last ones will be bolstered by new building)
- Need to build up more traditional departments; nurses holding steady had 100, 70 and will have 80 this year
- Balanced budget but had to cut approx. $22M from budget and will have to cut $16.8M this year
- reduced budget with $2.3 in TIAA-Cref reductions and $1.5 in early retirement/sabbaticals
- will have to find new areas to make cuts for balanced operating budget since $16.8 was not a permanent cut
- $7M in red due to Covid ($850,000 a week with students off campus, $150,000 a day with lower R&B, low international students, summer programs)
  - Must reorganize portfolio of investments ($6.8M deficit)
  - creating usable model with every department to plug in data-CFA (Collegiate Financial Analysis)
  - managing where to put resource dispersal
  - must have a discount rate (60%) to bring in first years; not the 1400 students expected. Expense stripped our resources
  - student enrollment must catch up with investments in new programs so can invest in new faculty
  - not planning on making cuts, but have to makeover our investments; slow organic change is the plan
  - RPPC makes recommendation to the board; looks at various scenarios and makes recommendations to Dean and Provost

Q&A:
  - Will Covid Spring Semester be much like Covid Fall?
  - yes, semester will be the same as Fall hybrid approach
  - will try to start Spring semester as late a start as we can manage without a Spring break
  - will try to have some time off or a lighter week sometime in Spring
  - calendar settled this week
  - will try to end as close to our planned end-of-semester, may be a couple of days late

Q&A:
  - If we are determined not to cut faculty positions and make change organically while building new programs, the 15% of
**CAT is a hindrance which may get in way of growth.**

**Q:** Can we grow the faculty if we stay at 15%
-yes, in theory, but not in practice since we can’t afford to employ the increase
-tenure model that assumes that service and scholarship is the path to tenure do not see how the math of 85% is going to work
-can’t grow tenure past 85%

**Q:** Can we merge CAT and Teaching Faculty?
-ETC contract becomes confusing and hard to evaluate
-Clinical faculty is intended to use people with their primary contribution area of practice as opposed to new scholarly knowledge
-advertising is difficult when combining the two and get CAT -Teaching Assistant professor is a separate category that won’t be confused with the clinical which is why developing a new type of position

**Q&A:**
*Is budget projected out to spring like fall semester?*
-yes, prepared to match same numbers for fall; it’s a fiscal year budget that is projected out to June 30, 2021
-we have about 2100 on campus, usually 2800 ($6.3M) less which we’ve factored in; need to figure out how to fill those residence halls
-will miss out on all the campus visits this spring and special admissions events

**Q&A:**
*Multiple Paths to Tenure and Associate Professorship?*
-open to all paths; need to be flexible so would consider multiple paths to tenure
- 6-year probationary period and both sides trying to decide if good match
- concerned about putting someone on teaching track as an assistant prof unless they really want that and that's their career path
- multiple paths to full professorship has proved to be a challenging coming up for promotion and don't get it, can still try again, but refusing tenure means have to leave
- ok to switch allegiance from teaching, service or scholarship, so in favor of multiple paths to tenure; we need to loosen up our rules
- people applying for tenure will not be affected by the 15% CAT restriction. 15% if a ceiling on people in other appointments.

2:00 Recess

Attendance Wednesday, October 21
Present:
A&S: Joanna Borucinska, Al DiChiara, Laura Enzor, Randy Jacobs, Kathy McCloskey, Natalie Politikos, Olga 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, Tracey Moore, Rita Porfis, Phil Snedecor
HAS: Michael Vahrenwald, Marisa Williamson
Hillyer: Mari Firkatian, Linda Moran, Scott Scribner
Guest: Jane Horvath
Coordinator: Lydia Chiappetti
Staff Council: Ben Ide

Absent:
Hartt: Carrie Koffman
HAS: John Nordyke
SGA: Harshini Senthil
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<th>Agenda Topic</th>
<th>Speaker</th>
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<th>Follow-up/Person Responsible</th>
<th>Date</th>
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<td>12:45</td>
<td>Chair: Jerry Katrichis Convene</td>
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<td>12:50</td>
<td>VOTES AND DISCUSSION</td>
<td>1. September Minutes: in attendance 29 Approve 21 Do not Approve 0 Abstain 0 2. October Curriculum Report: 29 Approve 21 Do not approve 0 Abstain 0 3. MAPP Revisions: Grad Admissions; Mission statement; NECHE; typo; new schedule Approve; 20 Do not approve 0 Abstain 1 4. MAPP Changes: Fresh Start Approve 19 Do not approve 1 Abstain 1 5. RPPC Nominee: Saeid Moslehpour Approve 21 Do not approve 0 Abstain 0</td>
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<td>1:10</td>
<td>Staff Council:</td>
<td>Chris Grant came to Staff Council to give overview of EverFi rollout for DEI training for staff and soon for faculty; same type of training done for students last year.</td>
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<td>Ben Ide</td>
<td>Absent-no report</td>
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<td>SGA: Harshini Senthil</td>
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<td>1:15</td>
<td>A&amp;N TLT Call</td>
<td>TLT Call sent out this week in UNotes and by email blast.</td>
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|       | FA               | FPM Change 8.1 Mid-Course Review  
  - Motion on floor to table the FPM 8.1 Mid-course Review: Show of Hands: 22 approve  
  - Question as to what was in question about the FPM Change?  
    - Reason for update is that colleges were not following format in regards to page numbers which is thought to be too restrictive  
    - Need to align policy of current practice with FPM allowing for flexibility and less inconsistencies  
    - These suggestions came from committee and colleges  
New Category of Teaching Faculty  
- Charge to develop language and address 15% language  
- Restrains ability to hire more in this category  
- Posted FPM Language:  
  The number of Extended Temporary and Clinical/Applied contracts in force shall not at any time exceed a figure equal to fifteen percent (15%) of the current full-time faculty of the University  
- Question: Can we change FPM (15%)-yes  
- Comment: Need to put restrictions on adjuncts |
as well which is at 30% (30=15=45% which is makes almost 50/50). Need to include adjunct numbers in any discussion on this

- Comment: we should decide what balance of faculty type we need to teach and put that in FPM
- Question/Comment: what are we going to do, have another category called Service Faculty
- Disconnect between path to tenure versus who is being hired
- Teaching faculty would not have tenure
- Cannot grow TT lines-once give up 15% it’s gone
- Adjunct need to improve status and one way would be to have teaching adjuncts transferred to Teaching Fac
- Question: what is the true cost of difference between a TT and a new ETC position-we’ve asked for that information
- Question: what are the consequences to saying no to 15%
- Other Universities have Teaching Faculty. We don’t know know what other institutions have a 15% rule
- Need to hear what cost savings would be going from 15 to 17%
- P&T requirements not always driven by Admin. It’s faculty committees driving scholarship element
- Faculty more stringent than admin and decisions overturned by Admin. Belief that standards are higher than actual all are
- Question: Do we need a task force to study this? —yes?

Faculty senate Shared Governance Committee
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<tr>
<th>Agenda 9/22/2020 + 9/30/2020 + 10/7/2020</th>
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<tr>
<td>1. What is shared governance?</td>
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<td>2. What is shared governance at the University of Hartford?</td>
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<td>a. Restructuring the senate for speedy response</td>
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<td>3. <strong>Academics</strong></td>
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<td>a. Resources to optimize existing and add and new programs</td>
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<td>b. Lack of power in the college dean and department chair level to make decisions</td>
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<td>c. Too much concentration of power in provost level</td>
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<td>d. More emphasis on teaching and pedagogical research</td>
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<td>e. No support structure for research and external funding</td>
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<td>f. <strong>Creating a structure for innovation in academic program</strong></td>
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<td>4. <strong>Administrative</strong></td>
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<td>a. Senate Shared Governance Committee for faculty senate with administration representative</td>
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<td>b. A process is needed to introduce new programs</td>
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<td>c. Involvement of faculty in appointment of Assistant/Associate</td>
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Deans

d. Involvement of faculty in appointment of Assistant/Associate Provost
e. Involvement of faculty in appointment of Assistant/Associate President
f. College Operating Manual for every college
g. **We need a Shared Governance Manual**

5. Financial
a. Accountability
b. Empowering BAT committee
c. Having teeth for decision making
d. Having information and transparency
e. Independent Audit/Supervision
f. A review process of all existing programs periodically
g. A process to discover new opportunities to start new programs
h. A finance committee consisting of BAT/RPP committee members and experts
i. Having a senate officer to serve in BAT/RPP committee and Resource Planning and Priority Committee of the Board of Regents
6. **Current Shared Governance Structure**
   a. BAT/RPP
   b. Board of Regents
   c. Curriculum
   d. FPM
   e. MAPP
   f. Award
      i. Greenberg
      ii. Part time faculty award committee
      iii. Senate awards committee
   g. Promotion and Tenure
   h. President Council
   i. Senate Dean Joint Committee
   j. Sabbatical
   k. In what way and format faculty would be involved on varies committees

Shared Governance Committee hasn’t spoken to Admin yet, wanted to present to Senate first for feedback about accountability

- Greg made a comment about E&S not having done anything which doesn’t align with the Resolution to create a Sustainability Office

No report
MAPP Change-Pass/No Pass
Take back to colleges for advisory vote
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<th>DEI Initiatives:</th>
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<td>1) EverFi online training sponsored by HRD; message about this training will go out in couple of weeks. We can encourage Senate and Faculty to participate</td>
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<td>2) Co-sponsored CTEI: Implicit Bias 2-part Workshop with Karen DeMeola in November and December. Would Like a certificate of completion for attendees</td>
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Lucy will contact SGA and Staff Council to present Statement and have them sign onto this new initiative

No report

Input regarding Course Evaluations:
- Spring evals not factored in due to distance learning; Course evals will resume
- Question as what to do with Spring, Summer, Fall ’20 evals which are kept in system and supervisors have access
- Suggestion to disregard, remove, or can be kept by faculty. Just not be available in WDYT system, but told “no” not possible
- Would like input from colleges. Explanation below in letter from Vice Chair of Senate/ Chair of FA:

Dear Senators,

Following up on our discussion regarding course evaluations, I’m providing some context so that you

| Take back to Colleges for November meetings-advisory vote |
| Take back to colleges for input |
can seek input from colleagues in each College.

As a reminder, a special COVID question form was used for the majority of Spring 2020, and all of Summer and Fall 2020. This keeps the results from the evaluation questions from being calculated into the results from prior semesters. In addition there was restricted access to evaluations during these semesters so that only the faculty being evaluated would have access (some colleges allow department chairs and/or dean's automatic access to course evaluations which was paused during these semesters).

Assuming we return to normal evaluations in the Spring 2021 semester, there are two options:

A) Archive the COVID semesters which will take them out of the WDYT system, but that means that faculty would not have access to them unless they downloaded them prior to evaluations being archived. There is the potential for the Provost’s Office bulk downloading them all and storing them in the cloud, and then they could be pulled by special request. As long as those requests were rare that could be managed pretty easily, but requests in bulk would be difficult given the manual aspect of the process.

B) Leave the course evaluations in WDYT and allow
access but be clear that they cannot be used to evaluate a faculty: with the knowledge that returning the permissions to their normal settings would allow access, the University would need to clearly state to any reviewers that the COVID terms could not be used for evaluation unless the faculty member in question gave permission for them to be used.

The Faculty Affairs Committee asked the Provost whether the course evaluations for those semesters could remain in WDYT but only be accessed by the faculty member (just those semesters). The answer was that this is not possible.

| 2:00  | Adjourn |