Office of the Faculty Senate

Faculty Senate Minutes

Monday November 16 and Wednesday, November 18, 2020 12:45-2pm

Attendance Monday November 16

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

Absent:
### Agenda Topic

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<tr>
<th>Time</th>
<th>Speaker</th>
<th>Information</th>
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<tbody>
<tr>
<td>12:45</td>
<td>Chair: Jerry Katrichis Convene</td>
<td>Faculty Senate Meeting -20201116 1747-1</td>
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- Planning for Spring semester to look the same for residential side and teaching modalities
- Few total face to face; remotely synchronistic; A-B model hybrid
- Training offered for modalities that faculty not familiar with
- Planning for other scenarios if not a good idea to
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<th>Time</th>
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<td>1:10</td>
<td>President: Greg Woodward</td>
<td>come back in person; dependent on Governor and state of pandemic</td>
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<td>Q&amp;A:</td>
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<td>• Not planning to have extra course taught next year- increase not permanent</td>
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<td>• Student comportment; remoting in and what are mandates to prohibit certain behaviors. Not a replication of classroom.</td>
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<td>• Instructors have right to include parameters in syllabus about dress code, posture, screen on, well lit- keep lines of communication open with students understanding that this is a hard time for everyone</td>
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<td></td>
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<td>• Many thank you emails from parents for keeping campus/students safe-safe protocols are appreciated</td>
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<td>• Fairfield, Quinnipiac, New Haven, Sacred Heart have all been opening and closing in person classes</td>
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<td>• Successful in getting mayor to shut down parties Russian Lady and breaking up party at Anthony’s due to our tip line which other schools do not have (LiveSafe)</td>
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<td>• Admin close staff have drive-bys for Greek housing to make sure behaving themselves- asking for same behavior off-campus as on campus</td>
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<td>• Shutting down campus activities and sports when not following guidelines-Basketball and Women’s lacrosse and softball shut down with outbreaks</td>
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|   | Only have 6 active cases right now; worst was 18 a couple of weeks ago from Russian Lady (athletes, Greek houses, and Hartt Students from particular program); staff- 2 assistant basketball coaches tested positive
|   | Much more extensive testing now; previously only 5% in residence student/ about 400 students a week; now 33%/ 800 students a week
|   | Had 78 student cases total and 6 active now
|   | Pooled saliva test being used now-800-1000 students a week
|   | Will spend $2 ½ -4 million on Covid testing-$180 per test, down to $80 a test, and pooled saliva is $7 per test with follow up testing if someone tests positive
|   | Semester will start by Feb. 1st and end May 19th and will look just like this past semester
|   | Staff Council talked about Civility Statement and in favor with feedback coming; SGA should look at it as well then get this statement into right places
|   | New building will be named by alum of CETA; single largest gift ever to Uhart by an alum; name will not be in press release (close to national norms in naming-major gift)
|   | Moves our fundraising over $15 Million; $2-4 sitting out there in asks. $6 million ask from the state and $4 million federal agency which should result in $1 million more at least.
|   | Need renovation in public spaces, residence halls
|   | Cut 10% of our operating budget to create balanced budget which did not include TIAA
CREF and early retirement—cut over $21 million
• Lost 70 positions on staff side; 17 lost positions, 40 vacant, and 23 took early retirement
• Have to find $4-5 million again this year by maybe cutting some staff positions and creating a “stop list” by cabinet. Will find ways to save this money such as new lights and fuel cell and other redundancies and efficiencies around campus
• On target to end year with zero revenue; would like to have some revenue to re-do residence halls part of our reinvestment
• One time Covid expense loss is between $5-7 million will come out of savings account of $23 million in bank and $9 million in credit
• Annual review credit rating by Standard & Poor’s last week went well and don’t feel we’ll be downgraded
• Interest rates on bonds will stay the same and will see a lower payment next year
• Jan. 1st TIAA-CRED contributions start back up with 8% and confident that we can return to 9%
• All dependent on 21 million revenue coming from students boarding on campus in Spring like the Fall (full residence halls according to Governor’s limits)
• Board meeting this Thursday and Friday
• Increment of full 2% baked into budget from July 1, 2021. Dollar amount that can be divided up in different areas
• Feel positive regarding balanced budget since starting in job at Uhart
• Ended up with 80 extra students than worst case scenario
• Tricky next year since no one took SATs in the
country; scholarship will be based on GPA, percentages, honors classes, so makes harder to work with; no campus events only virtual campus events on Saturday and Sunday mornings with 250 students on calls

- 270 students deferred this past year; 700 students went fully remote; Students don’t tell us that they’re not coming back, they just don’t show up, so can’t plan ahead with housing
- Last year had 11,000 applications which is great; able to accept students at higher end
- Students of color retained at 80.9%
- Successful October run by NCCJ DEI 236 people completed with certificates; another diversity ed to be held in January for 4 ½ hours; shout outs to steering committee led by Chris Grant and Jane Horvath
- Climate survey results coming out soon
- Meeting with staff of Athletics to discuss Athletic Task Force summary and report; PPT will be shared and discussed this week at the Board level
- 800 tests conducted this week: two residential students positive; five commuters positive; two assistant coaches; one staff member-10 total
- Thank you and shout out for Lucy Richard for leading charge on Civility Statement; would like to include SGA and Lucy is waiting for SGA’s comments and have to figure out where it will sit

Q&A:
Is the proposed 2% raise for all faculty and staff
A: not a 2% raise, but a 2% amount of money based on the overall salary pool across the University that needs to be decided how it’s to be divided up; at some point will
have to put some money in equity adjustments and one-time payments

*This exercise was done in round table with deans and department chairs*

What went well this semester:
- Students appreciated in-person classes
- Aerosol management at Hartt went extremely well-updating the filtration/circulation
- Thanks to IT who went well beyond expectations
- Greg: EMS starting on campus; Mark Boxer and Cesarina Thompson are repurposing a truck and recruiting students to service the campus and surrounding community
- Mark trying to find home for DeWitt collection and selling Women's College of Harford
- FCLD deserves much credit
- Would like to build ice skating rink so considering building it in green area facing old student success area. Flood that and have skate rentals and food

What did not go well this semester:
- Juggling hybrid and face-to-face in same lecture time

Fred: hoping we can get better at this
Greg: there is a fund to help students with low connectivity who live at home (Student Success has means to help-Katie Kitchens); also available funds for plane, train tickets. Just need to ask
  - Are laptops available in classrooms?
Fred: let us know since that should be available and there should be the technology in those classrooms and Fred can work with Sebby to find best solution
Senator: Are we going to encourage students who were remote to come back to live on campus?
-Good question and haven’t thought about asking students since residential halls are full; will look to see if there’s a waiting list. Will investigate

Chair: What does the University have to do moving forward?
- Need to let admin know what are your needs in terms of equipment or working too hard; please tell us what’s needed to make it right
- College budgets approved last week, but will be finished in Board meetings this week
- Need equipment to live stream concerts now and always, not just in Covid times

2:00 Recess

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<th>Attendance Wednesday November 18</th>
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<tr>
<td><strong>Present:</strong></td>
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Hillyer: Mari Firkatian, Linda Moran, Scott Scribner
Gu
Staff Council: Ben Ide
SGA: Harshini Senthil
Senate Coordinator: Lydia Chiappetti

**Absent:**
A&S: Joanna Borucinska, Al DiChiara
Hartt: Tracey Moore

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<tr>
<td>12:45</td>
<td>Reconvene: Chair: Jerry Katrichis</td>
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<td>12:50</td>
<td>VOTES and DISCUSSION</td>
<td>1. October Minutes: in attendance Approve 26</td>
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<td>Do not Approve 0</td>
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<td>Abstain 0</td>
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<td>Time</td>
<td>Staff Council: Ben Ide</td>
<td>SGA Rep:</td>
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| 1:00  | 2. November Curriculum Report:  
Approve 26  
Do not approve 0  
Abstain 0  

3. MAPP Pass/No Pass  
Approve 22  
Do not approve 1  
Abstain 3  

4. Advisory Vote; Course Evaluations Archived  
Approve 6  
Do not approve 15  
Abstain 4  

5. Keep Course evaluations but only available with permission of faculty member in question  
Approve 20  
Do not approve 1  
Abstain 4  

Lucy Richard presented the Faculty Senate's Civility Statement. We will collect comments and the executive board will discuss adopting the statement. The oft-delayed delegate elections are underway. Outstanding Staff Award nominations are complete, and we will be reviewing them this week and next. We have a new Vice Chair, Rachel Yacouby.

Juli sent suggestions on Civility statement; should
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<th>Harshini Senthil</th>
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<td>Committee reports:</td>
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<td>Faculty Affairs</td>
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<td>have been sent to Lucy Richard by now. Mural project in library to celebrate diversity. Exit survey for the semester to gage how students felt. Q; How are students feeling-stressed? Yes, from being RA and on Senate; overwhelmed by assignments. Q: will moving out be smooth next week? Hoping so, students leaving end of week and weekend, closing rooms on Weds</td>
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### Advisory Votes on Student Evaluations by College:
- Hartt: 13 archiving; 25 keeping; 2 abstentions
- A&S: Option B keeping
- Barney: 12 archiving; 13 keeping; 6 abstentions
- ENHP: Option B keeping
- HAS: Option B keeping

### Advisory Vote taken in Senate Above:
Advisory Vote; Course Evaluations Archived
Approve 6
Do not approve 15
Abstain 4

Keep Course evaluations but only available with permission of faculty member in question
Approve 20
Do not approve 1
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<tr>
<th>Shared Governance</th>
<th>Abstain 4</th>
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<tr>
<td>First Read- Mid-Course Review</td>
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<td>• Mirror documents for P&amp;T and create something parallel/scaled down with some of the components similar</td>
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<td>• Portfolio include CV, preparatory faculty data sheets (no more than 25 pages), student evaluations, and written evals form unit or division</td>
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<td>• Individual to each college</td>
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<td>First Read-Sabbatical Leaves</td>
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<td>• Discussion over adding friendly amendment regarding Leave of absence</td>
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<td>• Proposed language stipulates that faculty expected to return after one year of absence needs extra sentence if faculty do not return</td>
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<td>• Friendly amendment withdrawn to be left as proposed</td>
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<td>• Task Force on Shared Governance met several times and created manual for Shared Governance</td>
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<td>• Areas listed and those that we would like to have proposed then will take to levels of approval in the Senate and then administration</td>
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<th>Environmental&amp;</th>
<th>Meeting this Tuesday</th>
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<td>Bring back to Colleges for advisory vote</td>
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<td>December College Meetings</td>
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A&N  

Update:  
-Coffin Grants no new call and last year’s recipients were given option to reallocate their funds from last year  
In process of reevaluating these applications  
-TLT Call has gone out and proposals due on Jan. 22

Sustainability

Diversity

Been working on two training opportunities for Faculty:  
-The one coming up this Friday is on Implicit Bias and excited that we have speaker who will deliver first part this Friday -Seats still available  
-Will be recorded for those with scheduling conflict; won’t be the same since interactive with group participation  
-Second initiative was just announced in UNotes; EverFi-our committee worked on faculty implementation  
-Committee went through training so could discuss and voted to support it; endorsement included on announcement from Faculty Senate  
-Neither one is required; both optional  
-Point of view was not to require so wanted to encourage participation with endorsement  
-Announcement of Implicit Bias blurb had to clear legal since President put restrictions on language  
-Implies that we’re not supposed to cross certain lines when providing training; some terms were not allowed. Legal crossed out some statements that
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<th>Time</th>
<th>Unfinished and New Business</th>
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<td>1:45</td>
<td>New Business: Discussion of Teaching Faculty Category- this proposal of Teaching Fac moving from Provost to FA. FPM states:</td>
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<td>- Temporary faculty 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.</td>
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<td>- CAT category expanding with new health science and Nursing program, and tenure positions not growing.</td>
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Discussion:

SA

Civility Task Force

Graduate Council

were problematic
-Executive order rules all DEI initiatives and cannot violate rules which would result in losing government funding

SA has $1000 in funding for USP and encourage students to apply
Q: Do students have to be full time-
-believe so, but Michael will get back with answer

Lucy waiting for SGA suggestions regarding Civility Statement and will take back to committee to review and will go from there
Comment:
Nice work and presented at Staff Council meeting

-Announcement soon about new Graduate Dean because Clark Saunders stepping down
-Initiatives to increase diversity among graduate students which reflects undergraduate side
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<th>2:00</th>
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<td>• Asking them to have clearer idea of what percent of classes should be taught by adjuncts, CAT, Teaching Fac, and Full Time TT faculty. Trying to get them to look at full picture</td>
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<td>• Latest figures is somewhere between 33-36% of credit generation came from adjuncts</td>
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<td>• Tenured positons because of financial constraints is not the category being hired right now</td>
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