

November 2004

Minutes November 17, 2004

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"Minutes November 17, 2004" (2004). *Agendas and Minutes*. 23.
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**MEETING OF THE BOARD OF TRUSTEES
UNIVERSITY OF CONNECTICUT**

AGENDA

University of Connecticut
Student Union
Storrs, Connecticut

November 17, 2004

OPEN SESSION

The meeting was called to order at 11:10 a.m. by Chairman John Rowe. Trustees present were: James Abromaitis, Louise Bailey, Philip Barry, Andrea Dennis-LaVigne, Linda Gatling, Stephen Kuchta, Rebecca Lobo, Michael Martinez, Denis Nayden, Michael Nichols, and Brenda Sisco, who represents the Governor's Office.

Trustees William Berkley, Bruce Gresczyk, Betty Sternberg, and Thomas Ritter were absent from the meeting.

Trustees Lenworth Jacobs and Richard Treibick participated by telephone.

University staff present were: President Austin, Interim Provost and Executive Vice President for Academic Affairs Maryanski, Vice President and Chief Financial Officer Aronson, Vice President and Chief Operating Officer Flaherty-Goldsmith, Vice Provost for Multicultural Affairs Taylor, Athletic Director Hathaway, Dr. Schurin, and Ms. Locke. Assistant Attorney General McCarthy was also present.

EXECUTIVE SESSION

On a motion by Ms. Bailey, seconded by Mr. Treibick, **THE BOARD VOTED** to go into Executive Session at 11:12 a.m. to discuss matters pertaining to personnel and potential litigation. The Chairman noted that on the advice of counsel only staff members whose presence was necessary to provide their opinion would be permitted to attend Executive Session.

Trustees present were: Abromaitis, Bailey, Barry, Dennis-LaVigne, Gatling, Kuchta, Lobo, Martinez, Nayden, Nichols, Rowe, and Brenda Sisco, who represents the Governor's Office.

Trustees Jacobs and Treibick participated by telephone.

University staff present were: President Austin, Interim Provost and Executive Vice President for Academic Affairs Maryanski, Vice President and Chief Financial Officer Aronson, Vice President and Chief Operating Officer Flaherty-Goldsmith, and Dr. Schurin. Assistant Attorney General McCarthy was also present.

Executive Session ended at 12:29 p.m. and the Board returned to Open Session at 1:05 p.m. Trustee Gresczyk, Executive Vice President for Health Affairs Deckers, Vice President for Student Affairs Saddlemire, Vice Provost for Enrollment Management Evanovich, Vice Provost for Research and Graduate Education Greger, Interim Vice Provost for Academic Affairs Makowsky, Vice Provost for Academic Programs Singha, Health Center Chief of Staff Carlson, and Faculty Senate Representatives Gerald Gianutsos, Debra Kendall, and Gary English joined the meeting at this time.

All actions taken were by unanimous vote of the Trustees present.

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OPEN SESSION

1. Public Participation

There were no members of the public who wished to speak.

2. Chairman's Report

(a) Matters outstanding

Chairman Rowe asked for a motion to add to the agenda a recommendation regarding President Austin's compensation.

On a motion by Ms. Bailey, seconded by Mr. Nichols, **THE BOARD VOTED** to add to the agenda a recommendation regarding the compensation of President Austin.

The Board conducted a formal evaluation of President Austin's performance, which included a review of the University's peer institutions that have been identified as our targets for academic programs. The President has not received a salary increase since 2001. The Board has found that his salary has fallen well below that of our peer institutions and is no longer competitive.

On a motion by Dr. Rowe, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the recommendation that the annual salary for President Philip E. Austin be set at \$385,000 for this academic year.

Chairman Rowe thanked President Austin for his leadership. President Austin expressed his appreciation to the Board.

Chairman Rowe reported that two members of the Board have recently resigned – Michael Cicchetti, who has served since 1995, and David O'Leary, who has served since 2001.

Chairman Rowe read the following resolutions in honor of Michael Cicchetti and David O'Leary.

**MICHAEL H. CICHETTI
1995-2004**

WHEREAS, Michael H. Cicchetti has served with distinction as a member of the University of Connecticut Board of Trustees since 1995; and

WHEREAS, Mr. Cicchetti contributed significantly to the University's transformation on multiple fronts, with particular emphasis on the growth of the regional campuses; and

WHEREAS, Mr. Cicchetti contributed his knowledge, commitment and support as a member of the Academic Affairs, Institutional Advancement, Strategic Planning and, in earlier years, Health Affairs Committees; and

WHEREAS, Mr. Cicchetti, in leaving the Board of Trustees, takes with him the best wishes and appreciation of his colleagues, past and present;

THEREFORE BE IT RESOLVED, that the Board of Trustees records its deep appreciation to Michael H. Cicchetti for his many contributions and loyal service to the Board of Trustees and to the University of Connecticut.

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On a motion by Ms. Bailey, seconded by Mr. Martinez, **THE BOARD VOTED** to approve the resolution for Trustee Cicchetti.

DAVID W. O'LEARY
2001-04

WHEREAS, David W. O'Leary has served the people of the State of Connecticut and the University of Connecticut as a member of the University Board of Trustees for the past three years, and four years prior to that served as the Governor's representative to the Board of Trustees; and

WHEREAS, Mr. O'Leary brought to his position on the Board a deep knowledge of Connecticut government, a strong commitment to higher education, and enthusiastic support for the University's progress on academic, cultural, and athletic fronts; and

WHEREAS, as a member of the Academic Affairs, Financial Affairs, Institutional Advancement and Student Life Committees, and a participant in Board meetings, Mr. O'Leary has consistently been well-informed, articulate, and constructive; and

WHEREAS, in leaving the Board of Trustees, Mr. O'Leary takes with him the best wishes and gratitude of his colleagues;

THEREFORE BE IT RESOLVED, that the Board of Trustees records its deep appreciation to David W. O'Leary for his many contributions and loyal service to the Board of Trustees and to the University of Connecticut.

On a motion by Ms. Bailey, seconded by Mr. Martinez, **THE BOARD VOTED** to approve the resolution for Trustee Cicchetti.

Trustees Cicchetti and O'Leary will receive a framed resolution and the traditional gift of a University chair.

The administration has been working closely with the Governor's office to appoint additional members of the Board. Chairman Rowe noted that the Governor recently appointed Ms. Rebecca Lobo. He welcomed Ms. Lobo to the Board.

Chairman Rowe stated that the Governor is considering other appointments, which may be made in the near future. He expressed his gratitude to Governor Rell and Ms. Moody, her Chief-of-Staff.

(b) Minutes of the meeting of September 8, 2004

On a motion by Mr. Nayden, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the minutes of the meeting of September 8, 2004 as amended. The minutes were corrected to reflect that Trustee Abromaitis was in attendance at the start of Open Session, and that Trustee Kuchta replaced Richard Twilley on the Board.

THE BOARD VOTED to approve the minutes as amended.

Chairman Rowe announced that the Board would hold an Executive Session at the end of the meeting to hear a faculty member appeal.

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(c) Consent Agenda Items:

Trustee Gatling raised questions about the resolution in Attachment 7. Chairman Rowe removed the following item to discuss separately:

- (7) Establishment of the Doctorate in Physical Therapy as a
New Program in the School of Allied Health (Attachment 7)

On a motion by Mr. Martinez, seconded by Mr. Barry, **THE BOARD VOTED** to approve the following items listed on the Consent Agenda.

- (1) Contracts and Agreements for the Storrs-based programs (Attachment 1)
- (2) Appointment of Dr. James Marsden to the
Treibick Family Chair for the Connecticut Information
Technology Institute (CITI) (Attachment 2)
- (3) Appointment of Dr. Gene Likens to a Distinguished Research
Professorship in the Department of Ecology and Evolutionary
Biology (Attachment 3)
- (4) Appointment of Dr. Yaakov Bar-Shalom to the
Marianne E. Klewin Professorship in Engineering (Attachment 4)
- (5) Appointment of Dr. Thomas K. Wood to the Northeast Utilities
Chair in Environmental Engineering Education (Attachment 5)
- (6) Renaming of the Bachelor of Science in Biophysics to
Bachelor of Science in Structural Biology/Biophysics (Attachment 6)
- (8) Approval of Tuition Differential for the Doctorate in Physical
Therapy Program (Attachment 8)
- (9) Establishment of a New Certificate Program in the
School of Allied Health (Attachment 9)

Trustee Gatling noted that the resolution in Attachment 7 seemed to be more of a recommendation. She asked if it was a program that would become mandatory as determined by the American Physical Therapy Association and if individuals with only a Master's degree would be at a disadvantage in terms of employment opportunities.

Interim Provost Maryanski indicated that the Dean Joseph Smey was available to answer any questions.

Vice Provost Greger stated that this issue was raised while she was at the University of Wisconsin, and there were reservations about offering a doctoral program, but not having one would be a competitive disadvantage for students there. She added that it would probably disadvantage our students if the University does not move forward with this.

Dean Smey responded that with respect to the current students who have Master's degrees, if you are licensed you are able to practice regardless of your credentials. Accreditation covers the program and makes the students eligible for licensure. Ten years ago our graduates were receiving only the bachelor's degree and they are still licensed and practicing. Today students are prepared at the master's level and they continue practice. In the future there will be a

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requirement for accreditation of a doctoral degree, which is strongly recommended. Most of schools with this program, including our competitors, have adopted this change.

Trustee Gatling asked if more employers would be looking for candidates who have this degree.

Dean Smey responded that employers would, but more importantly the doctorate is encouraged by the American Physical Therapy Association (APTA), which is the national body for practicing therapists. Students are coming to the University seeking the doctoral degree, so the School is at a competitive disadvantage without it.

On a motion by Mr. Martinez, seconded by Mrs. Gatling, **THE BOARD VOTED** to approve the establishment of the doctorate in Physical Therapy as a new program in the School of Allied Health.

(d) Personnel matters (Storrs-based programs) (Attachment 10)

On a motion by Ms. Bailey, seconded by Mrs. Gatling, **THE BOARD VOTED** to award tenure to the following faculty members:

1. Dr. Michael Ego, Professor, School of Family Studies, effective January 14, 2005.
2. Dr. JoAnn Robinson, Professor, School of Family Studies, effective August 23, 2004.

On a motion by Mr. Martinez, seconded by Dr. Dennis-LaVigne, **THE BOARD VOTED** to approve the designation of emeritus status to Professor Robert Dewar in the Department of Anthropology effective November 1, 2004, and to approve the sabbatic leave list.

- (1) Awards of Tenure
- (2) Designation of Emeritus Faculty
- (3) Sabbatics
- (4) Informational matters

3. President's Report

President Austin reported that Drs. John and Valerie Rowe made a very significant contribution to the Health Center's Health Professions Partnership Initiative (HPPI). The Aetna Foundation also made a notable contribution. The announcement was made yesterday at Bulkeley High School in Hartford. President Austin stated that with the State match these endowments will be in excess of \$5 million and will offer academic opportunities and support for under-represented and disadvantaged students in Hartford-area middle and high schools. Successful students are expected to enroll in the health profession fields at UConn. President Austin expressed his gratitude to Chairman Rowe and Dr. Valerie Rowe.

Chairman Rowe said he was pleased to support the University.

(a) Honorary degree

President Austin informed the Board that several weeks ago the University held a conference on human rights and featured Mr. Aryeh Neier, head of the Open Society Institute. President Austin recommended to the Board that Mr. Neier be awarded a Doctor of Law degree at the December Commencement Ceremony.

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On a motion by Dr. Dennis-LaVigne, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the award of a Doctor of Laws degree to Mr. Aryeh Neier at the December 2004 Commencement ceremony.

- (b) Preliminary Status, Fiscal Year 2004 Financial Report
- (c) Presenter: Professor Richard Wilson, Director of the Human Rights Institute
Presentation: Human Rights Institute

President Austin introduced Professor Richard Wilson, Director of the Human Rights Institute, who gave a powerpoint presentation on the Human Rights Institute. A copy of the handout is attached to the file copy of the Board minutes.

Trustee Nayden asked how many students were enrolled in human rights classes. Dr. Wilson estimated that several hundred students were taking human rights classes and about 30 students are currently enrolled in the human rights minor.

Dr. Rowe noted that he is a member of the National Academy of Sciences, which has a human rights program that deals with individuals who are imprisoned unjustly based on some of their activities. He wondered if the human rights programs at other institutions are involved in that kind of an effort.

Dr. Wilson responded that the human rights programs at other institutions are somewhat disjointed at the moment. He noted that he has begun working with Professor Thomas Cushman at Wellesley College and Professor Thomas Keenan at Bard College to set up a consortium of human rights programs at universities in the Northeast, and then eventually nationwide, to examine those kinds of questions.

Dr. Rowe asked if there were any activities at the Health Center. Dr. Wilson said there were not because the health component has been primarily associated with the College of Liberal Arts and Sciences. They are also working with CHIP and the AIDS research faculty on a joint seminar/lecture to be presented next semester by Professor Paul Farmer, who runs the AIDS program at Harvard in social medicine. A plan to integrate the Health Center has yet to be developed.

Dr. Rowe said that one of the medical schools he was associated with in the past had a unique program in the management of victims of torture many of whom have emigrated to the United states. As a group, they represent a homogeneous set of symptoms and adaptive challenges in New York City. He was unaware if there was a population like that in Connecticut.

Dr. Wilson noted that treatment is important, as is training and medical ethics. Medical Schools are now dealing with these kinds of questions. After numerous judicial commissions reviewed the role of doctors in apartheid South Africa and in Argentina during the dictatorship, medical schools around the world must deal with questions of ethics more centrally.

- (d) Presenter: Bruce Carlson, Health Center Chief of Staff
Presentation: Technology Commercialization

Health Center Chief of Staff Bruce Carlson gave a powerpoint presentation on technology commercialization. A copy of the handout is attached to the file copy of the Board minutes.

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Chairman Rowe emphasized the importance of technology commercialization and developing a successful structure to capture new ideas and realize their potential. .

Trustee Abromaitis thanked Mr. Carlson for his presentation. Mr. Carlson mentioned a report that was completed last week, which outlines ten universities that have been successful in technology transfer. By mid-December a more formal plan will be outlined. Trustee Abromaitis stated that Mr. Carlson and others are very involved in the process. The Governor is looking forward to the plan in the event that legislative action is needed during the next session.

With respect to the Prototype Fund, the Governor may announce today that she is ready to put it forward. The fund is in place and it is just a matter of making it available.

Trustee Nayden expressed his support for their efforts and offered some suggestions. He noted that they may want to form an advisory group of major corporations that are headquartered in Connecticut that have their own research and development centers, such as GE, United Technologies, and Pfizer.

Secondly, in an effort to accelerate the "Band of Angels," he encouraged Mr. Carlson to foster relationships with existing venture capital firms in Connecticut and possibly beyond.

Finally, he asked if he could review the three business plans that were ready to go forward. Mr. Carlson agreed to provide Trustee Nayden with those plans.

Mr. Carlson stated that they are setting up meetings with each of the major venture capital firms in Connecticut, so they can begin to foster those relationships. That is part of the work plan for this year.

Dr. Dennis-LaVigne asked if fuel cell technology was included in these plans. Mr. Carlson indicated that it is and that he just met with the appropriate staff from the Global Center for Fuel Cell Research yesterday. They have a set of technologies that are just coming through, but clearly the fuel cell technologies that we are creating have some real potential commercial viability.

Chairman Rowe thanked Mr. Carlson for his informative presentation and noted that it was an important opportunity for the University.

(e) Other matters

4. **Health Center Report**

(a) Report on Health Center activities

Health Center Board of Directors Chair Leonardi reported that the last meeting was held on September 20, 2004. The Board of Directors welcomed two new members: Dr. Robert Galvin, Commissioner of the Department of Public Health, community-based faculty member in the School of Medicine, and family practitioner. The Board is confident that he will make a tremendous contribution in realizing their goal for improving the health of the citizens of Connecticut. He will also be an asset in coordinating efforts with other State agencies.

The Board also welcomed Mr. Robert Hennessey, former CEO, president, and chairman of the Genome Therapeutics Corporation. He has extensive experience in the pharmaceutical industry and in capitalizing on new medical innovations. He also has a particular interest and expertise in

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technology transfer and is well known in this field, which will be a great asset to the University. Mr. Hennessey is a UConn alum.

At the last meeting, the Board of Directors heard a report on the business plan for the Musculo-skeletal Institute. The program goal is to be regionally and nationally recognized as a leader in the provision of innovative health care by successfully integrating translational research and clinical research with clinical care and to improving the diagnosis prevention and treatment of musculo-skeletal health. That will include areas ranging from sports medicine, osteoarthritis, osteoporosis, and joint repair/replacement. They will focus on areas that are underserved in the community and maintain a strong component of community outreach, including promoting safety, prevention, and early diagnosis. The Institute will be housed in the Medical Arts and Research Building and are expected to occupy that space by March 2005. They still need to recruit a program leader. This is the third Signature Program that they have received a business plan from in the last six months.

The Board of Directors also reviewed a plan for monitoring the progress of the Signature Programs, which Ms. Leonardi will bring to the Board of Trustees in the future. It will be a bi-annual process for reporting performance metrics and variances from the plans. They anticipate that their first report will be presented at the Board of Directors' December meeting and the metrics will include academic performance, clinical quality/volume, and financial measures.

The Board heard a report on the attitude and awareness survey that was recently conducted for the Health Center. This survey is conducted annually and it tracks how the community views the Health Center in terms of their clinical services and academic programs. The Health Center has received positive feedback within our immediate service area for the clinical operations, but less than positive comments for the entire State. It is speculated that much of that stems from the negative publicity that resulted the Health Center's financial difficulties in 1999.

The Health Center received negative feedback about community awareness and the quality of their educational programs. They will focus more strategically on better marketing strategies that promote those programs.

Chief of Staff Carlson presented a technology transfer report to the Board of Directors, which was very similar to his presentation today.

On the financial side the clinical volumes and revenues continue to be very favorable. They remain on budget, but the margins are very tight. They anticipate a margin of about \$500,000 on a \$600 million budget. It is not the kind of margin that will fund the Health Center in the long term.

Dr. Deckers announced an important gift of \$10 million from the Neags for The Carole and Ray Neag Comprehensive Cancer Center.

Ms. Leonardi emphasized the implementation of the Siemen's Patient Safety System, which is a \$15 million investment for the clinical operations side. The project is well underway but is expected to be behind schedule with an anticipated date of completion in 2006. The project is on budget.

Dr. Stephen Strongwater, Director of Clinical Operations, provided the Board with a very detailed presentation on "The Collaborative Center for Clinical Improvement." It provides a focal point for the work on patient safety and reduction of medical errors, which is major issue nationally. This will bring together the academic, research, and clinical aspects of that discipline.

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Performance improvement efforts continue which are reflected both on the financial results and on the patient satisfaction.

The Health Center Academic Affairs Committee approved increases in tuition and fees, which will be brought to the Board of Trustees in February. They also received an excellent report from Dr. Storey and Dr. Ferris on the Center for Public Health and Health Policy, which is a coordinated effort between the Health Center and Storrs.

Ms. Leonardi reported that the Board heard a report on a proposed policy for imposing a base salary for tenured faculty as well as a post-tenure review policy at the School of Medicine.

(b) Items requiring Board discussion and approval:

(1) Reorganization Plan of the School of Dental Medicine (Attachment 14)

Ms. Leonardi directed Trustee attention to Attachment 14, which is the reorganization plan for the School of Dental Medicine. This plan would reduce the number of departments from nine to three and allow for more efficiency and collaboration between the disciplines.

Chairman Rowe noted that Dr. Deckers was successful in similar regard in the School of Medicine.

On a motion by Mr. Nayden, seconded by Mr. Abromaitis, **THE BOARD VOTED** to approve the elimination of the Departments of Behavioral Sciences, BioStructure and Function, Oral Surgery, Oral Diagnosis, Prosthodontics/Operative Dentistry, Orthodontics, Periodontology, Endodontology and Pediatric Dentistry in the School of Dental Medicine.

(2) Endowed Chair Reports (Attachment 15)

On a motion by Mrs. Gatling, seconded by Mr. Martinez, **THE BOARD VOTED** to approve the following endowed chairs reports:

1. Infectious Diseases / AIDS Research
2. Transfusion Medicine
3. Human Genetics

5. Academic Affairs Committee Report

(a) Committee report on Committee activities

Trustee Martinez gave the report of the Academic Affairs Committee on behalf of Vice-Chair Jacobs. He reported that the last Academic Affairs Committee meeting was held on November 9, 2004. At this meeting, the Committee discussed the metrics for the new peer group in comparison to previous peer group.

The Committee heard a presentation from Veronica Makowsky, Interim Vice Provost for Academic Affairs on regional campus metrics.

The Committee discussed the appointment of a number of Distinguished Professors in the School, approval of two new programs, and a presentation on the regional campuses. Dr. Fred Maryanski will also make a presentation this afternoon regarding the metrics for the University's peer institutions.

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On behalf of Dr. Jacobs and the other members of the Academic Affairs Committees, he thanked Dr. Suman Singha, Vice Provost for Academic Programs, and Interim Provost Maryanski, and other staff members who were instrumental in helping the Academic Affairs Committee move forward.

- (b) Presenter: Interim Provost and Vice President for Academic Affairs Fred Maryanski
Presentation: Regional Campuses and the Academic Plan

Interim Vice Provost for Academic Affairs Veronica Makowsky gave a powerpoint presentation on the regional campuses. A copy of the handout is attached to the file copy of the Board minutes.

Interim Provost Fred Maryanski updated the Board with a brief powerpoint presentation on the academic plan. A copy of the handout is attached to the file copy of the Board minutes.

Chairman Rowe asked for clarification about the relationship of endowments to State support. Interim Provost Maryanski responded that endowment is an indirect indicator of the quality of our programs. This is one area in which we do not aspire to be among the top two since we are coming late to the game, because of the size of the institution. We are using it as an indicator in the sense that we want to see our endowment improve.

- (c) Informational items:

- (1) Awards of Excellence/School of Engineering: (Attachment 11)
Dr. Wilson Chiu, Department of Mechanical Engineering
Dr. Ranjan Srivastava, Department of Chemical Engineering
Dr. Sanguthevar Rajasekaran, Department of Computer Science & Engineering
- (2) Center for Integrative Geosciences (Attachment 12)

6. Student Life Committee Report

- (a) Committee Chairwoman's report on Committee activities

Vice-Chair Bailey thanked Trustee Barry for chairing the October 25, 2004 meeting in her absence. She reported that the Committee received a tour of the Student Union. Mr. Thomas Szigethy, newly appointed Director of Alcohol and Other Drug Education, was introduced to the Committee.

The Committee also undertook a lengthy discussion on Spring Weekend, which included concerns raised about the large number of visitors and their impact on the campus.

Vice-Chair Bailey indicated the The Daily Campus operation is running smoothly. The new Editor-in-Chief is working with the staff and University administrators. Interviews will be held shortly for a new Daily Campus Financial Manager.

Dr. Ronald Schurin updated the Committee on a grant for WHUS Radio. He informed the Committee that business items such as this go through the appropriate offices for review.

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7. Institutional Advancement Committee

(a) Informational item:

(1) Gift Commitments by Purpose (Attachment 13)

Although there was no Committee meeting this month, Trustee Barry provided an update on institutional matters on behalf of Vice-Chair Treibick. For informational purposes, he addressed Attachment 13, which illustrated the Gift Commitments by Purpose for the first quarter. He noted that in comparing the results of July 1 through September 30, 2003 to that quarter of 2004, the University is doing very well. The last year of *Campaign UConn* was a great year topping off the \$300 million *Campaign*. This report indicates that we are making excellent progress so far this year.

8. Faculty member appeal (Executive Session)**EXECUTIVE SESSION**

On a motion by Mr. Martinez, seconded by Ms. Bailey, **THE BOARD VOTED** to go into Executive Session at 2:50 p.m. to discuss the appeal of Associate Professor Eugene Santos. The Chairman noted that on the advice of counsel only staff members whose presence was necessary to provide their opinion would be permitted to attend Executive Session.

Trustees present were: Abromaitis, Bailey, Barry, Dennis-LaVigne, Gatling, Gresczyk, Kuchta, Lobo, Martinez, Nayden, Nichols, Rowe, and Brenda Sisco, who represents the Governor's Office.

University staff present were: President Austin, Interim Provost and Executive Vice President for Academic Affairs Maryanski, Dr. Schurin, Executive Director, AAUP Edward Marth, Professor Reda Ammar, Department Head of Electrical and Computer Engineering, Associate Professor Eugene Santos, and Professor Peter B. Luh. Assistant Attorney General McCarthy was also present.

Interim Provost and Executive Vice President for Academic Affairs Maryanski, Dr. Schurin, Mr. Edward Marth, Executive Director of the UConn Chapter of the American Association of University Professors, Professor Reda Ammar, Department Head of Electrical and Computer Engineering, Associate Professor Eugene Santos, and Professor Peter B. Luh left the meeting at this time.

Executive Session ended at 3:43 p.m. and the Board returned to Open Session at 3:44 p.m.

All actions taken were by unanimous vote of the Trustees present, except as otherwise noted.

Chairman Rowe reconvened the meeting. The Board discussed the matter in detail and found that there was no evidence to support that the process was flawed.

On a motion by Dr. Rowe, seconded by Ms. Bailey, **THE BOARD VOTED** to add to the agenda the recommendation of the University of Connecticut administration regarding the denial of promotion to full Professor of Associate Professor Eugene Santos.

On a motion by Dr. Rowe, seconded by Ms. Bailey, **THE BOARD VOTED** to accept the recommendation of the University of Connecticut administration regarding the denial of promotion to full Professor of Associate Professor Eugene Santos.

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Chairman Rowe announced that the next regular Board of Trustees meeting was scheduled for Thursday, February 3, 2005 at 1:00 p.m. at the Rome Commons Ballroom (South Campus Complex), Storrs, Connecticut.

9. Other

10. Adjournment

There being no further business appearing, the Board meeting adjourned at 3:46 p.m.

Respectfully submitted,

Louise M. Bailey
Secretary