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MINUTES OF A MEETING OF THE UNIVERSITY SENATE
November 14, 2005

1. Senator Spiggle officially called the regular meeting of the University Senate of November 14, 2005 to order at 4:03 p.m. in Room 7 of the Bishop Center

2. Approval of the Minutes

   Senator Spiggle presented the minutes from the regular meeting of October 10, 2005 for review.

   The minutes were approved without modification.

3. Report of the President

   President Austin focused on several issues that have received press coverage:
   Stem Cell Research: A working group has been established (two regenerative biology faculty members, two Health Center faculty members, and a philosopher) to consider organizational structure, ethics, and the location of research (a major issue because of federal limitations on stem cell research). At present, space in a privately owned building adjacent to the Health Center has been identified; this will allow our faculty to compete for the first round of state grant funding.

   Organizational implications of public health initiative: Ann Ferris and Eileen Storey have led an effort to establish a platform to enhance faculty collaboration in public health research. Provost Nicholls, faced with the budget challenge, thought that the creation of a new school would be a mistake. Instead, he recommends developing some other structure to encourage collaboration.

   President Austin also reported on a recent meeting he had with the Senate Executive Committee. Issues discussed included student trends and faculty levels due to concerns that student-faculty ratios have been getting worse. Increases in student enrollment have not been matched by increases in faculty. In fall 2002, our ratio shifted from 17.1:1 to 18.1:1 because of the early retirement program; 90 new faculty were hired in fall 2004, bringing the ratio down to 17.5:1; 50 new faculty members who began in fall 2005 brought the student-faculty ratio down to 17.2:1. The university's objective is to reduce the ratio back to 15:1, which is the average ratio at our target group of institutions. The university would still like to pursue the initiative to hire 150 new faculty over a 5 year period.

   Reorganization of several academic units has led to expression of concern about the programmatic desirability and appropriateness of procedure. President Austin invited Provost Nicholls to discuss this matter.

   Provost Nicholls commented on the recently announced reorganization and other issues.
   a) Provost will focus on an initiative to bring a large number of new faculty to the institution, both to improve student-faculty ratios, and to address programmatic needs that emerge from the academic plan.

   b) In thinking about a strategic plan, Provost Nicholls noted several structural issues that have been brought up repeatedly over a long period. Colleges and schools have a great deal of autonomy, over curriculum, hiring, promotion, fundraising, and budget. This means that in small, independent issues, serious issues can arise (related to lack of flexibility). Small units lack extensive support structures, and do not have a critical mass for decision making input. Based on these considerations, Provost Nicholls concluded that the time is

not right to establish new schools (the University will not proceed with creating new schools in Veterinary Medicine or Public Health) and that a reorganization of some small academic units would benefit the university. The goal of the reorganization is to provide an improved learning environment, increased resources, and elimination of duplicated efforts. As a result, the School of Family Studies will become a department in CLAS; the College of Continuing Studies will become a Division of Continuing Studies; the department of Physical Therapy will move to the School of Education, and the remaining faculty, as a department, will join the College of Natural Resources. For these realignments, existing and anticipated collaborations were taken into account in determining the most appropriate home for each unit.

Provost Nicholls summarized the consequences as follows: no degree programs are being closed, no units closed, no faculty laid off; he is virtually certain that no one will be laid off. Students will not have an adverse impact on their degree program, which will operate in their current space with their current faculty. Provost Nicholls hopes the reorganization of the College of Continuing Studies will help to accommodate students wishing to graduate in four years and reinvigorate the Bachelor of General Studies Program.

Provost Nichols acknowledged that questions about the lack of prior consultation have been raised and accepts the statement from Senate Executive Committee, but thinks that the circumstances in these cases were unique, as there had been repeated attempts to address the structural issues in the last twelve years.

An extended question and answer session followed.
Senator Britner: How were decisions to affiliate with particular groups made?
Provost Nicholls: There were previous attempts to put some of these units together into a division, but Provost's inquiries revealed that these were not successful. Moving Family Studies to CLAS was based on some common fields of study.

Senator Altobello: Is there any plan to change the name of the College of Agriculture and Natural Resources?
Provost Nicholls: No.

Senator Zirakzadeh: What circumstances made this unique? Why were advance consultations deemed inappropriate? More controversy should lead to more consultation. Why were deans and department heads not met with in a timely fashion?
Provost Nicholls stated there had already been extensive discussion over a long period, and this had not led to a definitive solution. It was time to put these issues behind us.

Senator Holsinger: The email to the campus about the reorganization suggested that there had been imperfect or inadequate evaluation in some of the current units. This raises concern with how non-tenured faculty will be dealt with—whether they will be held to a different set of standards than they were hired under.
Provost Nicholls: The administration is working with non-tenured faculty in the affected units, and involving AAUP, with the intention of developing a written statement for each affected individual so that he or she knows precisely what the tenure expectations are.

Senator Sweet: Why was notification so late/so close to the Board of Trustees Meeting?
Provost Nicholls: Stated the plan has been out for several weeks, and the board will not be acting on it until the meeting on January 31, 2006.

Senator Tiberio: Within Allied Health, there are programs in the two departments that share curriculum. Some majors promised to students and programs proposed to community colleges depend on faculty in the two departments (which will now be in separate schools).
Provost Nicholls stated his office is continuing to work on these issues and is committed to making sure that there are no ill effects for students.

Senator Zirakzadeh asked President Austin about enrollment matters. Senator Zirakzadeh stated there has been an increase of 15% at the Storrs campus over the last 5 years; last year he was told the limit for entering students was 3200; now, it has crept up to 3250. He stressed the need to make sure the enrollment management process is transparent and requested an opportunity for deans, department heads, and students to express concerns about enrollment to the enrollment management committee.

Senator Zirakzadeh also asked for clarification on whether new hires were new positions or were refilling old positions. Has Storrs faculty increased 10% in the last two years; or are numbers for the entire system? Provost Nicholls stated it is a real increase in the faculty for Storrs.

Senator Evanovich stated there are four enrollment goals. Storrs freshmen, Storrs transfer, regional freshmen, and regional transfer students. This information is posted through the budget process. Growth since 2002 has been targeted at the regional campuses; overall, the University has fewer students than targeted.

Senator Zirakzadeh follow-up: Is target enrollment determined on programmatic or budget grounds?
Senator Evanovich: Target enrollment is based on both—having enough classes is a major concern; in the last three years, 98% of entering students have had a full schedule. There is also committee looking at upper division bottlenecks. President Austin commented that given the number of variables, coming within 20 or 30 of the target number every year is extremely good.

Senator Hoffman: Is the University committed to keeping the Storrs freshman number at 3250? Or will it continue to rise? President Austin said that a particular student-faculty ratio is being targeted. The plan for meeting this target involves both freezing enrollment and increasing faculty.

4. The report of the Senate Executive Committee was presented by Senator Kendall.

(See Attachment #11)
(See Attachment #12)

Following the formal report, Senator Kendall presented a statement from the Senate Executive Committee on the process followed to develop the recently announced plan for the reorganization of academic units. The SEC deeply hopes that this will not serve as a template for academic policy making in general.

5. Associate Vice Provost Keith Barker presented the report of the Institute for Teaching and Learning.

(See Attachment #13)

Senator McCarthy praised the work of the ITL.

6. Senator Boyer presented the Annual Report of the Faculty Standards Committee.

(See Attachment #14)

Senator Boyer yielded the floor to Dr. Lawrence Armstrong, who announced that on April 7, 2006, the Third Annual PTR Forum for Faculty will be held. Further information can be obtained from Tammy Gifford in the Senate Office or by contacting Dr. Armstrong directly.

Senator Lowe asked about why the student-faculty ratio reported by President Austin and by the Faculty Standards Committee differ. (The Fall 2004 ratio reported by President Austin was 17.5; the Fall 2004 ratio reported by the Faculty Standards Committee was 19.4; also President Austin cited a goal of 15, while the Faculty Standards Committee reported a goal of 16.)

Senator Kendall stated the numbers used by the Faculty Standards Committee were carefully checked with the Office of Institutional Research. One possible discrepancy is in how adjunct faculty are treated (weighted as 4:1, 3:1, or not at all). In the Faculty Standards Committee, they were weighted 4:1.

7. Senator Jeffers presented the Report of the Curricula and Courses Committee.

(See Attachment #15)

I. New 100s level courses.

A. **The committee recommends approval of the following new 100-level course:**

1. PHYS 127 Physics for the Health Sciences
   Proposed Catalog Copy: Second semester. Three credits. Prerequisite: Math 112 and 113, or Math 115 or Math 135. Not open for credit to students who have passed PHYS 123, 131, 132, 141, 142, 151, or 152. Survey of the principles of physics and their application to the health sciences. Basic concepts of calculus are used. Examples from mechanics, electricity & magnetism, thermodynamics, fluids, waves, and atomic & nuclear physics.

The motion carried.

II. New 200s level course.

A. **The committee recommends approval of the following new 200-level courses:**

1. HIST 263 History of Southern Africa
   Proposed Catalog Copy: Either semester. Three credits. Open to sophomores or higher. Vernal Survey of Southern African societies with an emphasis on the socio-economic and political structure of indigenous societies, the imposition of colonial rule, gendered experiences of colonialism, colonial economies, the rise of nationalism and post-independence developments.

2. HRTS 226. International Human Rights.
   Proposed Catalog Copy: Either semester. Three credits. Open to sophomores or higher. Also offered as HIST 226 Omara-Otunnu. Historical and theoretical survey of the evolution of human rights since 1945.

3. HRTS 236 White Racism
   Proposed Catalog Copy: Either semester. Three credits. Also offered as SOCI 236 Cazenave. The origin, nature, and consequences of white racism as a central and enduring social principle around which the United States and other modern societies are structured and evolve. CA 4.

The motion carried.

III. **The committee recommends the following changes for existing 200-level courses:**

1. PP296 Public Policy Issues
   Proposed Catalog Copy: Add- "Open to sophomores."

The motion carried.

IV. For the information of the senate:

1. NUSC 270W Food Services Systems Management I. W has been dropped.

2. INTD 195- entitled "Living in an Engineered World" has been approved for spring 2006. It was approved for fall2005 but not offered

V. New General Education courses forwarded from GEOC

The Curricula & Courses Committee moves that the University Senate approve the following courses for the General Education Curriculum:

A. GEOC recommends approval of the following courses for inclusion in Content Area 1 (Arts and Humanities):

ENGL 1xxW	Literature and the Creative Process
HIST 1xx/W	The Historian as Detective
MUSI 1xx	Sing and Shout! The History of America in Song
ENGL 212	The Modern Novel
FREN 169	Studies in the French-Speaking World

B. GEOC recommends approval of the following courses for inclusion in Content Area 4 (Diversity & Multiculturalism):

MAY NOT be used to satisfy the "International" requirement:

ENGL 272	Native American Literature
ENGL 276	Black American Writers I

C. GEOC recommends approval of the following courses for inclusion in the W skill code:

HIST/LAMS 2xxW	History of Las Americas: Race, Migration and Nation
HIST 1xxW	The Historian as Detective
HIST 242W	Work and Workers in American Society
MAST 297W	Maritime Studies Capstone Seminar
EGEN 295W	Seminar/Clinic: The Student in School Context
POLS 214W	Writing Seminar in Recent American Diplomacy
POLS 225W	International Organization and Law
URBN 230W	Introduction to Urban Studies
INTD 212W	Urban Semester Field Work Seminar
MCB 225W	Advanced Cell Biology Laboratory

The motion carried.

8. Senator Freake presented the report of the General Education Oversight Committee.

(See Attachment #16)

Senator Freake also discussed concerns the committee had about teaching W courses over the winter intersession. Senator Chambers asked if there are large differences in contact hours? Senator Freaked stated there is not. Senator Zirakzadeh asked how the committee deals with different instructors, books, styles for courses taught in intersession and during the semester. Senator Freake stated in our system, we approve courses, not instructors. Ensuring uniformity of instructors is the responsibility of the department. Senator DeWolf stated that previously there was a recommendation that intersession courses be taught by

experienced faculty. Senator Freake responded the recommendation did not make its way into the final proposal. Senator English stated we need to ask what it is reasonable and proper for the Senate to do, given the principle of academic freedom. Senator DeWolf inquired if W courses are evaluated in the same way as regular courses. Senator Freake responded that they are not.

Senator DeWolf moved that the same evaluations that are used in the academic year also be used for intersession courses.

Senator Sidney proposed to amend the motion to include summer courses.

Senator Fox moved to refer the motion and amendment to the Scholastic Standards Committee.

The motion to refer the motion and amendment to the Scholastic Standards Committee carried.

9. Senator DeWolf presented the report of the Nominating Committee.

(See Attachment #17)

A. We move the following faculty/staff additions to the named standing committees:

Lynne Goodstein to Growth & Development as representative of Scholastic Standards

B. We move John Troyer to a two-year term on the General Education Oversight Committee.

C. We move the following student addition to the named committee:

Shawn Logue as undergraduate representative to the Student Welfare Committee

Motions A, B, and C carried together.

D. For the information of the Senate, the Undergraduate Student Government has named Joseph Sweet to membership on the Senate for a one-year term.

E. For the information of the Senate:

a. Stanley Biggs, John Salamone and Kathleen Segerson have been elected to the Faculty Review Board.
b. Donna Korbel has been elected to the Senate in the Professional At-Large election.
c. In the recently completed Faculty At-Large election, the following individuals were elected to the Senate: Anne Hiskes, Harry Frank, Janine Caira, Sally Reis, Gary English, Hedley Freake, Lawrence Hightower, Carl Schaefer, Ian Hart, Robert Tilton, Faquir Jain, Katharina von Hammerstein.

F. The Nominating Committee **heartily** thanks Deborah Muirhead, David Palmer, and John Silander their assistance in counting Senate election ballots.

10. Unfinished Business – none.

11. New Business – none.

12. There was a motion to adjourn.

    The motion was approved by a standing vote of the Senate.

    The meeting adjourned at 5:33 p.m.

Respectfully Submitted,
Elizabeth Jockusch
Senate Secretary

The following members and alternates were absent from the November 14, 2005 meeting:

Anderson, Gregory
Anderson, Thomas
Aronson, Lorraine
Bull, Nancy
Burton, Aaron
D'Alleva, Anne
Faustman, L. Cameron
Flaherty-Goldsmith, Linda
Franklin, Brinley
Givens, Jean
Gramling, Lawrence
Holzworth, R.J.
Humphreys, Nancy
Lillo-Martin, Diane
Majumdar, Suman
Marsden, James
McChesney, David
Moiseff, Andrew
Morrill, R. Brooke
Muirhead, Deborah
Munroe, Donna
Murphy, Brenda
Myers, Kathryn
Ndoye, Abdou
Ravishanker, Nalini
Rodin, Krista
Roe, Shirley
Smith, Erling
Sopcak, Amy
Taylor, Ronald
Thorpe, Judith
Thorson, Robert
Wagner, David
Williams, Michelle