

October 2007

## Minutes October 8, 2007

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**MINUTES OF A MEETING OF THE UNIVERSITY SENATE**  
**October 8, 2007**

1. Moderator Spiggle officially called the regular meeting of the University Senate of October 8, 2007 to order 4:03 PM in Room 7 of the Bishop Center.
2. Approval of the minutes

Moderator Spiggle presented the minutes from the regular meeting of September 10, 2007 for review.

The minutes were approved without modification.

3. Report of the President

President Michael J. Hogan addressed the University Senate for the first time. He began by stating his position in favor of shared university governance. He looks forward to forming close working relationships with members of the Senate and other leaders of our university. He quoted the closing lines of the motion picture *Casablanca*, stating that this is going to be the beginning of a great friendship.

President Hogan summarized the activities he has undertaken in his first few weeks as President. He reported that he has met with the Health Center Board of Directors and toured the Health Center. He made a presentation to NEASC regarding our reaccreditation and added that the process is on track. He met with the NCAA site visit team. That recertification is also going well. He has attended several faculty receptions. He has held two press conferences, given two radio interviews, and several newspaper interviews. He visited with the UCPEA leadership and visited an undergraduate class. He attended a football game, met the President's Advisory Committee on Athletics, talked with the leadership of the AAUP, met with the Dean's council, and visited the Avery Point campus. He has scheduled visits to each of the other campuses as well.

President Hogan reported on Katzenbach Partners, a consulting firm that has supplied a "transition team," hired by the Board of Trustees. The team will help transition the President for approximately six months. He explained they are here to accelerate his learning curve. The team has visited and spoken with many more people than President Hogan has been able to see personally and they are acting as his "eyes and ears." They have collected data from various university constituents, including faculty, staff, board members, students, donors, legislators, and other stakeholders. Katzenbach Partners will issue a report, which will be a public document shared with the university community. President Hogan believes that this approach will enable him to get up to speed faster than otherwise might be the case.

President Hogan reported most of the concerns that have emerged thus far are ones that any Senator would predict. There are concerns about the institution's rankings in various publications and in seeing how those rankings may be advanced. The team has heard about the need for another major capital campaign. They are hearing that faculty and students are concerned about the size of the faculty and the student/faculty ratio. The turnover in Deans troubles some, and there are continuing issues at the Health Center surrounding its future. Do we really have a grip on our major construction issues? They are hearing concerns about the university's strategic and academic plan. All of these issues are emerging and will be represented in Katzenbach Partners report in four or five weeks.

President Hogan concluded his report by stating his joy at being at the University of Connecticut.

## 4. Report of the Provost

(See Attachments #7 &amp; #8)

Provost Nicholls commented on the new *Policy and Procedures on Consulting*, saying that while these do constitute a number of revisions to the preceding procedures, the differences are not that great. We are looking at evolving state legislation that limits activities for most state employees. He stated there has been a “carve out” for university employees, which sets different standards. State employees cannot receive monetary compensation for any work outside their state jobs, but UConn faculty can under certain guidelines. The “carve out” was granted only if policies and procedures are developed to demonstrate accountability for faculty consulting. These policies and procedures are not set in stone. There can and probably will be changes in the document going forward.

Provost Nicholls emphasized that he does not want people to feel that this one page form is designed to burden them, or to deter faculty from consulting. Indeed, if filed and approved, the form provides faculty members with a great deal of protection from any action that the state ethics board might otherwise undertake.

Provost Nicholls introduced Rachel Rubin, Director of Compliance in the Office of Audit, Compliance and Ethics, who explained UConn’s “carve out.” The State Ethics Commission has authority ultimately over any outside compensation including honoraria. The University of Connecticut, though, has reserved through the carve out the right to approve outside compensation for its own faculty, rather than having each case referred to the State Ethics Commission.

Senator Schaefer asked about administrators. Rubin replied that administrators do not have the carve out. Their work must be approved by the Ethics Commission. Senator Schaeffer asked to what extent the AAUP was involved in the drafting of the consulting policy and procedures. R. Rubin stated that Ed Marth, Executive Director of the AAUP, was involved throughout the process. Senator Schaefer asked if faculty were involved in any way in formulating the policy? R. Rubin responded faculty were involved.

Senator Sanchez expressed concern over the length of time it might take to go through the entire approval process, and inquired if quick turnaround work, such as tenure reviews and book reviews, might be exempted from the policy. R. Rubin responded that the safest path for a faculty member is to submit the forms, but if they need to be expedited, the faculty member should act to move them through the process quickly. Ilse Krist is the person in charge. Rubin acknowledged that there is a concern about the time line in getting these approved. She added that although the policies and procedures are in place and operable, the intent is to improve them over time with experience.

Senator Cantino inquired about the consulting work of staff members. R. Rubin replied that staff members who are not members of the AAUP bargaining unit are not part of this agreement. The consulting policy for staff members is spelled out in the by-laws of the University and in some collective bargaining agreements. UCPEA, for instance, has language in its contract that governs consulting by its membership.

Senator Cairra commented that there seems to be a disconnect between the policy and tenure and promotion activities. Becoming known outside the university is a requirement of tenure and promotion. She wonders if the quasi-required nature of service on panels, etc. should be considered as something other than consulting. She argued that such work really is state work. R. Rubin responded the Ethics Commission does not see it that way, and this is what the University has to comply with. The Ethics Commission was beginning to issue some very restrictive rulings, and this negotiation was developed to be proactive.

Senator Schaeffer commented that the Ethics Committee has not been adequately informed about our needs, and he suggested that we should go back to the legislature to loosen further the requirements so that there be an *a priori* approval of all work. R. Rubin commented that she did not think that would be productive, but did entertain the idea that some more abbreviated procedures in some cases may be in order.

R. Rubin commented on the oversight of our process and activities that will be in place from the State level. The consulting activity and its reportage will be audited twice a year by the Ethics Commission. Senator Schaeffer commented that this might be an opportunity for us to make an argument to expand our outside work.

Senator English commented that the moral and ethical environment of the state was set by the recent spate of state scandals. He commented that in the past the approval process ended at the Dean's office and now goes to the Provosts office. He asked if in the future--perhaps to speed these things up--the responsibility might be given to the Department Heads. R. Rubin responded that the legislation does not allow this *per se*. In the case of fast turn around perhaps we should go straight to the Provosts office, as that is where the ultimate authority for approval lies.

Senator McCarthy commented that many people in the state do not see faculty as anything other than state employees. He commented that in many other states academics are considered a separate class with their own ethics code. R. Rubin replied that a similar notion was put forward, but that it did not gain traction with the Ethics Commission.

Senator Mannheim commented that there is danger whenever money is involved. He asked about "retro-activeness." Suppose, he wondered, a faculty member gets royalties from a past book before the ethics rules went into effect. What then? And he also wondered what to do about an honorarium handed to him after a speech he gave to Connecticut science teachers, without warning and without any prior knowledge on his part that an honorarium would be forthcoming. Rubin commented that in such cases the receipt of the money should be delayed until you get approval. The organizer should hold the check or whatever until after the approval of the work is completed. Anything before September 25, 2007 is subject to review by the state Ethics Committee.

Senator Hiskes asked if compensation could be put in a research account for the faculty member. Rubin replied that such a procedure was and is still permitted.

R. Rubin commented on volunteer services. Some Department Heads have asked if a faculty member's volunteer efforts outside the university should require approval. This is not currently required by the policy.

Senator Silander asked what consulting is - Is a Fulbright consulting? Is Summer Salary? Are reimbursed expenses such as travel to a speech considered consulting? R. Rubin responded this will be the Provost's decision. Technically consulting exists anytime there is any outside compensation so if there is no "cash money in your pocket," then one would not fall under the policy. But if one does accept necessary expenses you have to file a form with the ethics commission.

Senator Tuchman asked if a committee could be formed with membership from the various schools to more clearly articulate the parameters of consulting. These faculty members would ask the questions pertinent to their discipline. For example, can a performer do a concert in Europe? Can a humanist sell a book? Rubin reported that Ilse Krist will be setting up such a committee.

Senator Darre suggested that after a committee is formed that there be a workshop to address and clarify these issues with faculty directly and that this discussion in the Senate end for the moment.

Senator Nicholls agreed and thanked the Senate for their comments. He stated this had been a good discussion and will look at ways of amending the procedures in the near future to see what can be done to ease some of the burden of approvals.

5. Senator DeWolf presented the report of the Senate Executive Committee.

(See Attachment #9)

6. Barry Feldman, Vice President and Chief Operating Officer, presented the Biannual Report of the Building and Grounds Committee and Capital Projects Planning Advisory Committee.

Senator Feldman stated Building and Grounds has been very active, meeting several times a month. Many projects have been reviewed and passed on to the Board of Trustees for further action. These include such projects as the: Arjona/Monteith replacement buildings, Student Quad, and the Science complex.

Senator Tuchman asked about the May minutes of the Committee and its mention of improvements to the Celeron Square Path and the completion of "Lot C" having a positive impact on traffic in the area of Hunting Lodge Road. She inquired about the timetable and what completion of Lot C might mean to traffic on Hunting Lodge Road. Senator Feldman replied that the lot will be built on the site of the former landfill and will accommodate about 600 cars. It should reduce some foot traffic on the Celeron Square Path.

7. Bruce DeTora, Chief Financial Officer, presented the Annual Report of the Vice President and Chief Financial Officer on Budget.

(See Attachment #10)

Senator Mannheim inquired about the energy savings from the cogeneration facility. Senator Mannheim asked how much it cost to put it in and operate and if we are including in our figures the expenses of the plant. B. DeTora explained how the savings were measured and how debt service is handled separately.

8. Senator Moiseff presented the Report of the Scholastic Standards Committee.

(See Attachment #11)

9. Senator Darre presented the Report of the Curricula and Courses Committee.

(See Attachment #12)

a. **The committee recommends approval of the following four motions:**

1. The Committee moves to add the following 100-level course:

BADM 2893 - Foreign Study Proposed

New Cat Copy: - 193. Foreign Study

Either or both semesters. Credits and hours by arrangement. Consent of the Associate Dean is required prior to the student's departure. With a change in content, may be repeated for credit. Special topics taken in a foreign study program.

2. The Committee moves to add the following 200-level course:

ENGL 213/3301. Celtic and Norse Myth and Legend.

Either semester. Three credits. Prerequisite ENGL 110 or 111 or 250. Open to sophomores or higher. Not open for credit to students who have previously received credit for the same course as English 267.

An examination of the early Celtic and Norse cultures through their medieval literature. Close analysis of works such as *The Tain*, *The Mabinogian*, *The Eddas*, selected sagas, runic and historical texts in association with later English texts that show their influence

3. The Committee moves to revise the following 200-level course:

MCB 200 - Human Genetics

Current Title and Catalog Copy: 200 (MCB2410). Human Genetics

Either semester. Three credits. Two lectures and one problem session. Prerequisite: BIOL 107. Open to sophomores or higher. Principles of genetics as applied to humans. Focus on modern methods of molecular genetics.

Proposed New Cat Copy: -

Revised Cat Copy: 200 (MCB2410). Human Genetics

Either semester. Three credits. Two lectures and one problem session. Not open to students who have passed MCB218 (MCB2400) Prerequisite: BIOL 107. Open to sophomores or higher. Nelson, Townsend. Principles of genetics as applied to humans. Focus on modern methods of molecular genetics.

4. The Committee moves the following course be dropped:

NURS 111 - Humanizing Health Care

**Motions one through four carried without dissent.**

- b. **The committee recommends approval of the following two motions on general education courses:**

5. The Committee moves the following courses for inclusion in the W competency:

ANSC 256W	Scientific Writing in Animal Food Products – Dairy Technology
HSMG 290W	Internships in Health Care Management
JOUR 245W	Specialized Journalism
MARN 295W	Senior Research Thesis

6. The Committee moves following course for inclusion in the CA2 Social Sciences content area:

INTD 150	Alcohol and Drugs on Campus: Exploring Campus Culture and Effects on Society
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Senator Sanchez questioned who teaches INTD 150. Senator Darre responded he would review a copy of the syllabus and let her know.

**Motions five and six carried without dissent.**

- c. For the information of the Senate, the Curricula & Courses Committee has approved the following courses to be cross-listed:

Content Area 4

[AFAM/DRAM 3131/3131W \(231/231W\)](#) African American Theatre  
(approved by both CLAS and SFA)

Open to sophomores or higher

[LAMS/HIST 281](#) Latin America in the Colonial Period  
[LAMS/HIST 282](#) Latin America in the National Period  
(Approved by CLAS)

10. Senator Hiskes presented the Report of the Nominating Committee.

(See Attachment #13)

- a. **The committee recommends approval of the following four motions:**

1. We move the following faculty/staff deletions to the named standing committees:

Janine Caira from the Enrollment Committee  
Lisa Sanchez from the General Education Oversight Committee

2. We move the following faculty/staff addition to the named standing committee:

Lynn Allchin to the Growth & Development Committee as  
representative of the Enrollment Committee

3. We move the following student additions to the named standing committees:

Tracy Anderson, Graduate Student, to the Growth & Development  
Committee  
Jeffrey Bernath, Graduate Student, to the University Budget Committee  
Kay Bloomberg, Undergraduate Student to the Enrollment Committee  
and the Growth & Development Committee  
Jana Lanza, Undergraduate Student, to the Student Welfare Committee  
Stephen Lucasi, Graduate Student, to the Scholastic Standards Committee  
Jose Machado, Undergraduate Student, to the Scholastic Standards  
Committee and the Curricula & Courses Committee  
Julia Thomson Philbrook, Graduate Student, to the Student Welfare  
Committee  
Christopher Purzycki, Undergraduate Student, to the Curricula &  
Courses Committee  
Nicole Rougeot, Undergraduate Student, to the Enrollment Committee  
Lauren Smith, Undergraduate Student, to the Scholastic Standards  
Committee

4. We move Xae Reyes and Murphy Sewall to two-year terms on the General Education Oversight Committee effective immediately and ending June 30, 2009.

**Motions one through four carried without dissent.**

5. For the information of the Senate, the Undergraduate Student Government has named Katherine Etter to membership on the Senate for a one-year term.

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 5:30 PM.

Respectfully submitted,  
Robert F. Miller  
Professor of Music  
Secretary to the University Senate

The following members and alternates were absent from the October 10, 2007 meeting:

Anderson, Greg	Evanovich, M. Dolan	Olson, Sherri
Aronson, Lorraine	Facchinetti, Neil	Schultz, Eric
Bansal, Rajeev	Frank, Harry	Siegle, Del
Becker, Loftus	Franklin, Brinley	Strausbaugh, Linda
Boyer, Mark	Givens, Jean	Taylor, Ronald
Bramble, Pamela	Letendre, Joan	Thorpe, Judith
Bull, Nancy	Lipsky, Sue	VanHeest, Jaci
Chambers, Kim	Makowsky, Veronica	Wagner, David
D'Alleva, Anne	Marsden, James	Weiss, Robert
Engel, Gerald	McDonald, Deborah	