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MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES UNIVERSITY OF CONNECTICUT

Held at the University of Connecticut at Storrs
Bishop Center, Room 7 Storrs, Connecticut
February 14, 1992

The meeting was called to order at 9:40 a.m. by Vice Chairman Frank Rich. Trustees present were: Ms. Nadolny, and Mrs. Carrozzella, Messrs. Altschuler, Blum, Otha Brown, George Brown, Dowling, Haskew, Kleban, Lawrence, Leone, Rich, Rome, and Saslow. John Herndon represented the Governor.

Trustees Carter, Stroh and Campbell were absent.

University staff present were: President Hartley, Vice Presidents and Provosts Tighe and Mulvihill, Vice Presidents Wiggins and Jones, Attorney Shapiro and Mr. McFadden.

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

The following persons addressed the Board:

Ms. Julie Pfeiffer - Allocation to English Department Graduate Students

Mr. Sam Iritano - Harassment 7735-U

Vice-Chairman Rich turned the meeting over to the Chair of the Institutional Policy Committee, Otha Brown, who called upon the Co-Chair Stephen Altschuler to report on committee activities.

Mr. Altschuler then called upon Provost Tighe to present an overview of the circumstances which prompted the two action items that the Board would consider for approval at today's meeting.

Provost Tighe reported that DHE had requested all state colleges to try to eliminate more than 200 programs that had produced an average of five or fewer degrees during each of the past five years. He presented the rationale for the review process as prescribed by the Department of Higher Education for Low Degree Programs, and introduced Mark Abrahamson, Associate Provost, who explained in more detail the process and the recommendations which resulted from the review. (See Attachment O for additional background.)

Associate Provost Abrahamson reported that last May the Department of Higher Education, on behalf of the Board of Governors, directed the University to review all of its degree programs with low productivity. DHE defined low productivity in terms of the average number of degree recipients over the preceding five years. DHE directed that if that average was fewer than five for Bachelor's degree programs, three for Master's degree programs, or one for Doctoral degree programs, the program was designated as a "low productivity" program. A total of 70 programs at UConn were identified and placed on the low productivity list for review.

The University administration established a committee to review all of the programs on the list. The committee chaired by Mark Abrahamson included the Dean of the Graduate School, the Associate Dean of Liberal Arts & Sciences, the Chair of the Senate Executive Committee, the Associate Dean of the Graduate School and the Dean of Allied Health Professions.

The low productivity review process included two steps. The first sought to exempt from further review 29 degree programs on the DHE list. DHE accepted arguments for 16 of the 29 programs and removed them from the review process. Stage two of the review process for the remaining 54 programs was based on specific DHE criteria. Last fall the directors of the remaining 54 programs to be reviewed were requested to scrutinize their programs in relation to the DHE criteria and submit written reports.

As a result nine rarely used degree programs were identified for elimination. They were bachelor's in agricultural engineering, music composition, music theory and rehabilitation services; master's in Latin, design and resource management, and aerospace engineering; and doctoral programs in romance languages and aerospace engineering. Mr. Abrahamson stressed that courses will still be available in those subjects, but not at the level required for a degree. He further noted that the University envisioned closing all of these programs within the year without creating problems for any students and with faculty being reassigned as a result of the cuts.

Co-Chair Otha Brown thanked Mr. Abrahamson for his excellent and informative presentation and noted that there were two items which required Board approval as follows:

1. On a motion by Mr. Altschuler, seconded by Mr. Otha Brown, THE BOARD VOTED that Torrington be recognized as the locus of tenure of faculty members teaching at the Torrington campus. 7735 A

Specifically, the following faculty members should have their academic tenure transferred to the Torrington regional campus:

Riva Berleante-Schiller	Gershom Foster
Angelo DiMauro	Robinson Grover

In addition, the following probationary faculty members should be recognized as candidates for tenure at the Torrington campus:

Pamela Bramble	Sarah Glaz

Related: Adrian Lyon (former Coordinator of the Litchfield County Center for Higher Education) is appointed Director of the University of Connecticut at Torrington.

Background information listed as agenda **Attachment** (N) is attached to the file copy of the Board minutes.

2. On a motion by Mr. Otha Brown, seconded by Mr. Altschuler, THE BOARD VOTED that the following degree programs be eliminated: 7735-B

Bachelor's Degree
- Agricultural Engineering
- Music Composition
- Music Theory
- Rehabilitation Services

Master's Degree
- Latin
- Design & Resource Management
- Aerospace Engineering
- Geology*
- Geophysics*

PhD Degree
- Romance Languages
- Aerospace Engineering
- Geology*
- Geophysics*

It is also recommended that the Geology and Geophysics programs be approved as Areas of Concentration (rather than as Fields of Study) and that the name of the Field of Study be changed to "Geological Sciences."

*To be replaced by a single MS and a single PhD in Geological Sciences.

Background information listed as agenda **Attachment** (O) is attached to the file copy of the Board minutes.

Trustee Otha Brown introduced Thomasina Clemons, Director of the Office for Affirmative Action Programs, to present a report on Affirmative Action Programs.

Ms. Clemons reviewed the impact of layoffs on affirmative action progress, and the affirmative action initiatives implemented during low hiring periods. Trustees' attention was directed to the distributed Affirmative Action Report to the Institutional Policy Committee which contained information relative to the highlights of the affirmative action inventory, projects of special interest, and EEO/AA Highlights.

> An overview of University-wide affirmative action activities including the feedback from the first inventory of departmental activities was presented. A further report on the affirmative action plan included the comments on the CHRO's on-site review and the report to the Commissioners, the OAAP's internal audit of the affirmative action programs, the Commissioners' continuing concerns as expressed in the January meeting, the current relations with the Commission regarding service on committees, and other concerns.

Co-Chairs Otha Brown and Stephen Altschuler thanked Ms. Clemon's for her informative report, and turned the meeting back over to the Vice-Chair, Mr. Rich.

Dr. Canzonetti entered the meeting at this time, and Vice Chairman Rich relinquished the chair to Dr. Canzonetti.

I.A. On a motion by Mr. Saslow, seconded by Mr. Leone, the BOARD VOTED to go into executive session at 10:35 a.m. for the purpose of discussing matters of personnel, litigation, and collective bargaining. The Chairman noted that based on the advice of counsel, only the staff members whose presence was necessary to provide their opinion would be permitted to attend executive session. All members of the Board noted above as present were present for executive session.

Items discussed during Executive Session were as follows:

1. Pending litigation was reviewed. President Hartley, Attorney Shapiro, Mr. McFadden, Vice President and Provosts Tighe and Mulvihill, Assistant Vice President Joan Geetter, and Dr. Leslie Cutler were present for this discussion.

2. Collective bargaining matters were discussed. President Hartley, Vice Presidents and Provosts Tighe and Mulvihill, Attorney Shapiro, Mr. McFadden, Assistant Vice President Joan Geetter, and Dr. Leslie Cutler were present for this discussion.

Executive Session recessed at 10:53 a.m., and the meeting was reconvened in Open Session at 10:59 a.m.

II. A. The Report of the Chairman included the following items:

1. On a motion by Dr. Dowling, seconded by Mr. Rich, THE BOARD VOTED to approve the only item listed on the Consent Agenda:

   Approval of the latest list of recommended Medical/Dental Staff appointments. Background information listed as agenda **Attachment** (P) is attached to the file copy of the Board minutes. 1735 C

2. On a motion by Mrs. Carrozzella, seconded by Mr. George Brown, THE BOARD VOTED to approve a formal list of the promotions, sabbatic leaves, changes in salary, and moving expenses as recommended by the President and as listed on the personnel list. A copy of the approved list which is **Attachment** (Q) of the agenda is attached to the file copy of the Board minutes. 1735 D

3. Chairman Canzonetti introduced John R. H. Blum, the new Commissioner of Agriculture, and welcomed him to his first meeting. Mr. Blum expressed his appreciation to Peter McFadden and Shirley Ryan for his recent Board orientation. Dr. Canzonetti also welcomed John Herndon, former Commissioner of Agriculture, to the Board in his new role as the Governor's representative to the Board.

4. Chairman Canzonetti expressed his gratitude to everyone who sent cards, flowers and get well wishes during his recent hospital stay.

5. Dr. Canzonetti called upon Provost Tom Tighe to give a brief update on the PTR progress. Provost Tighe reported that the process was working well and requested that the PTR recommendations be brought to the April meeting as they were last year in order to allow ample time for the review process. Vice President and Provost Mulvihill of the Health Center also made the same request. Board members agreed to receive PTR recommendations at the April meeting.

6. Chairman Canzonetti reported that on the recommendation of Vice President Mulvihill, he appointed Dr. Morton Sherman to the Uncas on Thames Hospital Advisory Council for a three

year term. He noted that the Annual Report of the Uncas on Thames Hospital Community Advisory Council had been distributed to trustees for their information and review.

B. The report of the President, (an outline form is listed as agenda Attachment R) included the following items: 7735 E

1. President Hartley reported that two administrators had been named to fill interim positions. John Brand will serve as the Interim Dean of the College of Agriculture and Natural Resources effective February 17. Dr. Leslie Cutler will serve as Interim Vice President and Provost for Health Affairs effective March 1 and until July 1, 1993. The President indicated his intention to name a search committee for this position and welcomed trustee suggestions for membership.

   The President expressed his gratitude and appreciation to Dr. James Mulvihill for his outstanding service and commitment as Vice President and Provost for Health Affairs and Executive Director of the UConn Health Center. Dr. Mulvihill has resigned to accept a senior vice presidency at The Travelers.

2. The Commission to Affect Reorganization in State Government continues to promote consolidation of our regional campuses as part of a Connecticut state university and college system. President Hartley has met with several legislative leaders who also are very concerned that the regional campuses are and remain very much a part of UConn. The President felt encouraged to report that legislative leaders have pledged support for retention of the regional campuses as a part of UConn when the recommendations come before the legislature.

3. The President reported on the status of early retirements of UConn staff. He indicated that budget implications will not be clear until April since employees at all state agencies have until February 28 to make a decision. However, as of February 1, 65 employees at UConn, not including the Health Center, have expressed their intention of taking early retirement. Estimates indicate that 200 or more additional employees may elect to retire before March 1.

Economic factors are influencing faculty and staff retirement decisions. President Hartley indicated that when the figures were firm he would be able to report more accurately. He noted that he hoped to report on the extent of the budget savings derived from early retirements at the next Board meeting.

4. Campus Open Houses are scheduled for April 4 and April 11 to promote UConn to admitted students and their families. We anticipate 3,000 people will attend, and reaction to this event has been very positive.

5. President Hartley reported that with the support of the State, we have secured a contract for approximately $3.3 million dollars for the repair of the Babbidge Library. The funds will be expended to remove and replace all of the bricks, the windows and to repair deteriorated structural members. Expected completion date is February 1, 1993.

6. The President reported on his recent fundraising and alumni visit to Miami, Florida. He noted that he will be in Washington next week and has meetings scheduled with several legislators, congressional representatives, and key alumni. The Washington area alumni group, which will host a reception for the President, is the largest body of out of state UConn alumni.

7. President Hartley will be attending the Yankee Conference Presidents meeting in early March. Dr. Canzonetti noted also that President Hartley chairs the Council of Presidents, a group of presidents of the six New England land grant colleges. At the present time, President Hartley is the most senior member.

8. The Department of Economic Development has invited President Hartley to serve on its Economic Policy Board. The President's service on the Board underscores UConn's commitment to be a partner to the state in its economic recovery. The Department of Economic Development will be formulating a strategic plan for economic recovery, and UConn welcomes the opportunity to share information about activities UConn is already engaged in around the state that contribute to the economic health of the state.

9. The Commission on Institutions of Higher Education considered the fifth-year interim report submitted by the University of Connecticut and accepted the report. A comprehensive evaluation is scheduled for Fall, 1996.

   The self-study prepared in preparation for the comprehensive evaluation gives emphasis to the University's continuing progress in: providing support for the library commensurate with the institution's aspirations as a major research university; meeting the needs of the regional campuses as their role within the overall institution is clarified; and fulfilling its goal of diversifying its faculty, staff and student body. The Commission also commended the University for its progress in addressing the areas of concern identified in the 1986 comprehensive evaluation.

10. Encouraging results have been received from the Parents Fund annual drive. Eighty-five per cent of the solicitation has been completed, and we have already exceeded the highest total ever achieved in this fund. Unrestricted pledges totaling $182,000 have been received. Pat Sheehan has provided excellent leadership.

11. The Governor's recommended budget in the general fund was $123.1 million dollars, a reduction of approximately $17.5 million dollars from the current services budget. President Hartley has indicated his support to the Governor in assisting in the economic recovery of the state. Another meeting is scheduled with the Governor next week to discuss research activities at Avery Point.

12. President Hartley noted that he had testified before the full Appropriations Committee on February 11 and reaffirmed the management priorities and objectives that he presented a year ago; namely to preserve high quality in instruction, research and service. We will provide access to qualified and deserving students; develop effective relationships with state government, and maintain a delicate balance between what is desirable and what is possible in the current fiscal climate. A copy of the President's testimony is attached to the file copy of the Board minutes.

13. President Hartley indicated that the budget strategy that he will be working on during the spring semester will include a combination of approaches. Early retirement savings will represent a major part of the plan, as well as the use of reserves. A smaller amount of the reserves will be used this year, but a much larger amount will be required next year.

    In addition, we will maintain a freeze on hiring. The Provost has a position control committee that will continue to make recommendations. We will be reviewing consolidation of some operating, administrative, and academic units. We will be exploring ways to increase productivity. We will be increasing user fees, ticket prices and looking for other revenue enhancement. And finally, we will be eliminating programs and services based on recommendations of the Program Review Committee. 7735·T

    The President indicated that his strategy would include these variables in order to make the cuts necessary to provide a balanced budget. He indicated that he would report in April on the potential implications in each of these categories.

14. The President called upon John Allen, Faculty Athletics Representative, to report on the 1992 NCAA Annual Convention. The report is attached to the file copy of the Board minutes. Lew Perkins, Athletics Director also contributed to the report. 7735 m

15. President Hartley indicated that the recent portrait exhibit, presented by Patricia Leavens at the Benton Museum and sponsored by the 100 Years of Women at UConn Committee, was very well attended. The exhibit pays tribute to women pioneers at UConn and was a major event celebrating the 100 Years of Women.

16. The President noted that he had two action items to present to the Board for its approval.

    On a motion by Mr. Rome, seconded by Mr. Kleban, THE BOARD VOTED that, in accordance with its previous authorization for the Governor's representative to negotiate concession agreements with the University's faculty and professional staff, the Trustees approve the

attached agreements with AAUP and UCPEA. Background information listed as agenda Attachment (S) is attached to the file copy of the Board minutes. 7735 F

On a motion by Mr. Rome, seconded by Mrs. Carrozzella, THE BOARD VOTED that managers who were furloughed involuntarily in July and who paid for these furloughs by means of vacation days, shall have those days restored. Managers who were furloughed without pay shall have the option either to be paid for the furlough days, less the amount of any unemployment compensation received by the employee, or shall receive additional vacation time equivalent to the furlough time. Background information listed as agenda Attachment (T) is attached to the file copy of the Board minutes. 7735 G

C. Dr. Dowling's report for the Health Affairs Committee included the following items:

1. Dr. Dowling reported that the quality of care at the John Dempsey Hospital remains satisfactory, and that the quality assurance process continues to move smoothly.

2. Chairman Dowling also reported on the meetings of the Joint Conference Committees of the Uncas on Thames Hospital and the John Dempsey Hospital.

3. On a motion by Mr. Leone, seconded by Mr. George Brown, THE BOARD VOTED to add to the agenda for action the Consolidation of Pediatric Services: Proposed Children's Hospital. The motion passed is as follows: 7735 L

   That the Board of Trustees of the University of Connecticut authorize the administration of the University of Connecticut Health Center, in coordination with the Health Affairs Committee, to take such steps as are necessary to achieve the proposed consolidation of pediatric services as described in the background (see attached), on the following basis:

   1. The name of the new Children's Hospital shall be the 'University Children's Hospital.'

   2. The existing licensed beds of the John Dempsey Hospital will not be reduced as a consequence of the translocation of the University's

pediatric service to the University Children's Hospital.

3. The governance, both at the Board of Trustees level and at the University Children's Hospital level, shall be consistent with the governance structure agreed to by the University of Connecticut Health Center, Newington Children's Hospital and Hartford Hospital. The Health Affairs Committee will have the right to name at least two of its members to serve on the Board of the University Children's Hospital. The Health Affairs Committee of the Board of Trustees of the University of Connecticut will have the right to name 40% of the Executive Committee of the University Children's Hospital. Two trustees from the University Children's Hospital will be recommended to sit at the Health Affairs Committee. It should be specifically noted that all academic programs of the School of Medicine and the School of Dental Medicine that will be conducted at the University Children's Hospital are under the auspices of each appropriate School with the usual and customary reporting relationships through the Deans, the Vice President and Provost for Health Affairs, and ultimately to the Board of Trustees of the University of Connecticut. The chairman of the Department of Pediatrics at the University of Connecticut Health Center School of Medicine shall be the physician-in-chief of the University Children's Hospital with responsibility for the academic and clinical programs as outlined above.

4. The principles developed by the University to deal with the paymaster issue for the pediatric faculties must be equitable and financially acceptable to all of the participating institutions.

5. The Bone Marrow Transplant (BMT) program, Neonatal Intensive Care Unit (NICU), and the cytogenetics laboratory shall remain at the John Dempsey Hospital.

6. The BMT program will not be duplicated at the Hartford Hospital or at the University Children's Hospital unless and at such time the procedure becomes a routine and customary treatment modality, as agreed to by all

parties.

7. Consultative services for the BMT program and the NICU at the John Dempsey Hospital will be provided by the University Children's Hospital.

8. The pediatric oncology program at the University Children's Hospital will be a part of the Connecticut Cancer Institute of the University of Connecticut Health Center.

9. Responsibility for fund raising activities for the University's pediatric oncology program and the UConn Children's Cancer Fund will remain under the direction of the University of Connecticut Health Center.

10. The Health Center will develop and expand appropriate specialized patient care programs, as previously agreed with Hartford Hospital, and as a consequence of the transfer of pediatric service to University Children's Hospital.

11. All research at the University Children's Hospital will be conducted under the auspices of the University of Connecticut Health Center.

12. Arrangements will be made for the Health Center to access the CHS alternative delivery systems (to the extent permitted by law).

Trustee Lew Rome voiced his concern regarding this resolution and cautioned the Board that any future documents concerning this matter reflect the Board's action; and that counsel be certain that the conditions contained in the Board's resolution not be modified without further action of the Board.

4. On a motion by Mr. Leone, seconded by Mr. George Brown, the motion as amended was passed. Background information is attached to the file copy of the Board minutes.

5. Approval of Revised Candidate/Employee Moving Expense Request and Reimbursement listed as agenda Attachment U was removed from the agenda for further study to ensure compliance with Storrs policy. 7735 H

6. On a motion by Dr. Dowling, seconded by Mr. Saslow, THE BOARD VOTED that the Board of Trustees approve the policies, #08-030 - Patient Rights and Responsibilities, and #10-019 - Annual Performance Evaluation of Patient Care Providers, for inclusion 7735 I

in the John Dempsey Hospital Administrative Manual. Background information listed as agenda **Attachment V** is attached to the file copy of the Board minutes. 7735 I

D. Dr. Lawrence's report for the Student Life Committee included the following:

1. Dr. Lawrence reported that the agenda of the February 11 committee meeting had been devoted to receiving input from student leaders about campus life. Discussion centered around the need for the University and the students, not just the athletes, to publicize and focus on the academic excellence of the University.

2. The President of the Student Union Board of Governors, Josephine Carbone, reported that she was pleased to learn that beginning in 1993 the residence halls will be open until graduation and that work has begun on initiating a Senior Week. She also informed the committee that a survey had been conducted by SUBOG to determine some of the programming needs of students. Dr. Lawrence requested that the results be sent to members of the Student Life Committee for review.

E. Co-Chairs Rich and Leone's report for the Budget & Finance Committee included the following items:

1. On a motion by Mr. Rich, seconded by Mr. Leone, THE BOARD VOTED to approve the allocation of $200,000 from the Cash Management Account in the University's Local Fund to the Education and General Operating Budget. The funds will be used to support the University's Development function. 7735 J

   Background information listed as agenda **Attachment W** is attached to the file copy of the Board minutes.

2. On a motion by Mr. Rich, seconded by Mr. Rome, THE BOARD VOTED that for 1992-93, the Board of Trustees increase tuition rates by 13.42% over the 1991-92 levels and further, given the projected operating deficits for 1992-93 and 1993-94 and the potential for further significant tuition increases, the Board of Trustees direct the President and the Program Review Committee to consider all alternatives to control costs for the students. Mrs. Carrozzella voted in opposition to the motion. Background information listed as agenda **Attachment X** is attached to the file copy of the Board minutes. 7735 K

Several trustees, while reluctantly voting approval of the tuition rate increase, noted that financial implications supported the need for an increase in order to maintain quality education and services. Trustees felt it necessary to send a message to state government that they, as trustees, have a responsibility to maintain access and quality in education and need state support to achieve that goal.

Student trustees Nadolny and Haskew voiced their strong concern that tuition rate increases would soon render a college education inaccessible to the average student, and that in spite of rate increases the quality level of education may decline. They also requested that students continue to be included in making the decisions affecting their access to and the quality of education.

F. Dr. Canzonetti noted that the next meeting of the Board of Trustees is scheduled for Friday, March 20, 1992, at 10:30 a.m. at the Bishop Center, Storrs.

G. No further business appearing, the meeting was adjourned at 1:30 p.m.

Respectfully submitted,

Otha N. Brown, Jr.
Secretary