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# Minutes, October 13, 1989

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

Held at the University of Connecticut at Storrs
October 13, 1989 Bishop Center

The meeting was called to order at 9:25 a.m. by Chairman Andrew J. Canzonetti. Trustees present were: Mrs. Kronholm, Messrs. Altschuler, Andersen, Otha Brown, George Brown, Dowling, Lawrence, Opinsky, Parker, Rossi, Saslow, and Ushery.

Trustees absent were: Governor O'Neill, Messrs. Kleban, Leone, Rich, Stroh, and Tirozzi. The Governor was represented by Mr. David McQuade.

University staff present were: President Casteen, Vice Presidents Brown, Wiggins, Giffen, and Jones, Associate Provosts Abrahamson, Maryanski and Cutler, Attorney Shapiro, and Mr. McFadden.

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

Dr. Canzonetti noted that the primary purpose of the meeting was to consider an agenda of information items relating to the Institutional Policy Committee, but that there were a few items which required the Board's action before turning to that agenda.

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

1. On a motion by Mrs. Kronholm, seconded by Mr. Otha Brown, THE BOARD VOTED to approve the minutes of September 15, 1989.

2. On a motion by Mr. Saslow, seconded by Mr. Andersen, THE BOARD VOTED to approve the formal list of moving expenses as presented on the personnel list. The list is agenda Attachment R, a copy of which is attached to the file copy of the Board minutes.

3. Chairman Canzonetti noted that this was Student Trustee David Ushery's last Board meeting, and thanked Trustee Ushery for his outstanding service to the Board.

   Dr. Canzonetti introduced newly elected Student Trustee, Susan Nadolny, who will take office on November 1.

4. Trustees were invited to tour the new Sports Center immediately following the Board meeting.

During the public participation portion of the meeting, Mr. Bob Borho, representing employees of the Connecticut Employees Independent Union, addressed the Board regarding the Creamery and the stability of positions.

B. The report of the President included the following items:

1. The President reported that Provost Tighe was recovering well after having had surgery, and will be returning to the office within a week or so. A book was sent to Provost Tighe on behalf of the Trustees.

2. The President informed Trustees that Fred Bennett, the Director of Development, had resigned from the University effective October 15, 1989. Mr. Bennett was the chief builder of UConn's Development Office and the University's first Capital Campaign which resulted in pledged gifts in excess of $55M.

   A search will be initiated for a Director of Development. Vice President for External Affairs, Anthony Brown, will assume the responsibilities of that position for the immediate future.

3. President Casteen called upon Vice President Wilbur Jones, who deferred to the Director of Personnel, John Toller, for a brief report on the impact of social security coverage for alternate retirement plan employees per the current arbitration award.

4. The President gave a brief report on the status of the consultant's examination of the deterioration of the brick facing on the Babbidge Library. Damage is more severe than had been recognized, and steps must be taken to maintain the status quo even before major restoration begins.

   At this point there is no concern about the structural integrity of the building, nor is there danger to those inside the building. There is a danger that bricks, individually or in large sections, will fall from the exterior surface. Steps are being taken to insure public safety by forcing people to use the protected access, and to keep people at a safe distance from the outside of the building.

5. The President gave a brief report on the impact of the arbitrator's decision to award social security coverage to those bargaining unit members who have elected the Alternate Retirement Plan (ARP). The impact is on both University budgets and on individuals through payroll deduction. It is not clear when coverage will begin, nor is it clear whether or not the coverage is elective. Finally, the status of those not covered by collective bargaining remains to be clarified.

C. At this time Chairman Canzonetti relinquished the chair to Otha Brown, the Institutional Policy Committee Chairman. Mr. Brown introduced Associate Provost, Mark Abrahamson, who gave a brief overview of the program reports to be presented.

D. Mr. Abrahamson introduced Thomas Giolas, Dean of the Graduate School, who reported on Research and External Funding, for the Graduate School.

1. Dean Giolas explained the organizational structure of the graduate school noting that the Dean and Director have two advisory groups, the Research Council and the Executive Committee of the Graduate School.

   The Graduate School has Assistant and Associate Deans and Directors in the following areas: Research Administration, Cooperative Research, Technology Transfer, Academic Affairs and Administrative Services. Dean Giolas briefly identified the duties of each administrator at the Storrs campus.

2. Dean Giolas explained that the Storrs external research support overhead is limited to research revenues from Federal, State and private sources. A nine year upward trend is noted, and UConn continues to have an active and productive research faculty.

3. Research continues to be the largest contributor to the University's external funding base. Federal agencies fund faculty research, and the Human Health Services (NIH) and the National Science Foundation provide over half of our funding.

4. Funds of the University of Connecticut Research Foundation are managed and spent with the oversight of the Research Foundation and Grants and Contracts. The Research Foundation manages all non-fiscal pre-award and post award services and Grants and Contracts administers all post award and fiscal services. The Research Foundation also manages the indirect costs generated by these grants, contracts and awards.

5. Earned overhead by general area and by the graduate School were outlined, and it was noted that no overhead from research grants is generated by Humanities and Fine Arts.

   Dean Giolas further explained the Research Foundation expenditure profile for FY 1988, and the goals to be met to achieve a 40-60 split in favor of SRAC expenditures. He noted that through the support of President Casteen and the establishment of UConn's first line item for research, $330,000, in FY 89 and FY90, and through the help of the Provost's Office, which contributed $100,000 toward the equipment competition and assumed the cost of UPNE and faculty recruiting, the Research Foundation has been greatly assisted in its efforts to meet its goals.

6. In conclusion, Dean Giolas reiterated the University's commitment to excellence in Graduate Education and Research. He noted that the Graduate School is ranked as a Research I University by the Carnegie Foundation Classification System, and that it offers a wide variety of graduate programs to meet most state and national needs.

   The graduate faculty continues to accept the President's charge to make the University of Connecticut become a leading research university by excelling in the conduct of basic and applied research with the help of an aggressive external funding program.

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

E. Mark Abrahamson, Associate Provost, reported on tenure and promotion practices, plans and policies.

1. A thorough review of the promotion and tenure policy was requested by Provost Tighe, and the Provost's Office has begun work with the University Senate to make the process more consistent throughout the University.

2. Mr. Abrahamson reviewed the progress of Assistant Professors hired from 1980 to 1984, and tenure decisions for Assistant Professors during the 1986-1987 academic year to illustrate the type of information necessary to examine the process by which tenure is awarded.

3. Concern with the timetable associated with the tenure process was expressed by Mr. Abrahamson. Most colleges provide the Provost's Office with required information in December. This does not allow enough time for a concentrated and proper review of candidates by the Provost's Office in time for its report to the Board at the March meeting.

   Mr. Abrahamson noted that if the deadline for submission to the Board of Trustees could be extended, it would greatly ease the burden of both the Department and the Provost's Office and ensure a more thorough and uniform evaluation of candidates.

4. In response to trustee inquiries, Mr. Abrahamson reviewed the options available to reward continued positive performance of tenured professors.

5. Trustees questioned whether the type and amount of information provided to them when making a tenure decision was adequate. The President noted that all relevant information for each tenure case would be available at the Board meeting, but that all information must remain confidential. He further explained that it is the duty of the Provost to interpret the data for the Board, and present it to them so that they may make an informed choice.

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

F. 1. Kirvin Knox, Dean of the College of Agriculture and Natural Resources, reported on the progress toward meeting the objectives he had previously outlined in a report to the Trustees in the Spring of 1988. The Task Force on Agriculture was formed to develop recommendations regarding the future needs and directions of the CANR.

2. Dean Knox reported that undergraduate enrollments peaked in the early 1980's, subsequently declined to early 1970's levels. Enrollments appear to have stabilized and are expected to increase over the next 5 years. One of the recommendations to improve enrollments was to have the RHSA certificate program converted to an Associate's Degree program which would require DHE and Board approval. Documentation for the Associate's Degree

proposal has been prepared and will be submitted to the Provost and Board of Trustees by November 1, 1989.

A proposal to attract additional students to Landscape Design within the Plant Science major involves the development of an accredited Landscape Architecture major. The proposal represents a conversion of the major and requires DHE and Board approval. This proposal has been submitted to the Provost for consideration.

3. Dean Knox also focused on student recruitment noting that a College-wide Task Force has been appointed to make recommendations on the issue of declining recruitment. The Task Force has made its suggestions to improve student recruitment for undergraduates, and it is expected that several of the Task Force's suggestions will be adopted during the next year.

4. Significant progress has been made during the past year including increased extramural research submissions and funding of submitted proposals. Junior faculty with important research training and expertise have replaced retirees, and new equipment to support new faculty hires has been provided by the administration. Several inadequate laboratories have already been renovated or are scheduled for renovation.

5. To address the changing priorities in agriculture, a study of the organization of the Cooperative Extension Service has been completed, and a reorganization of the outreach administration responsibilities has been begun. It is expected that the reorganization will be complete by the beginning of 1990.

6. Dean Knox reported on other accomplishments of CANR which included the plans for a new dairy cattle research and teaching facility, and increased efforts to develop endowment funds to enhance and enrich support for vital components of the College.

   Two important endowments include the Sober Endowment which will provide funds to develop a teaching greenhouse and resources for scholarships and research. The Klinck Endowment will support research and extension activities in the NRME Department.

7. Dean Knox concluded his presentation by announcing that the new Pathobiology Building will be dedicated on December 7, and Trustees are cordially invited to attend.

Background information relating to Dean Knox's presentation are agenda Attachment T, and are attached to the file copy of the Board minutes.

G. 1. Mr. Abrahamson introduced Thomasina Clemons, Director of Affirmative Action Programs, who presented a brief overview of the University's progress toward diversity and affirmative action compliance during the past calendar year.

2. Ms. Clemons spoke about career mobility and human relations activities which reflect the current interests of employees and the administration. She noted that access to employment opportunities continues to persist as an issue. Traditional equal employment opportunity and affirmative action data to communicate our degree of success and frustration in recruitment and hiring are continually presented to highlight our concerns for equal employment access.

The Office for Affirmative Action Programs has worked tirelessly to provide new and interesting activities to respond to current events. Human relations services are being redesigned to conform to identified needs in complaint management and social policy development.

3. The University is assessing its policies and structures that deal with intolerance, and multi-cultural training programs are being added in a constructive manner.

4. Ms. Clemons noted that the large number of unanticipated retirements is offering unexpected opportunities for career advancement for many employees.

5. In conclusion, Ms. Clemons emphasized that we are entering an exciting period on campus with an unprecedented opportunity to grow and to demonstrate leadership.

The Affirmative Action Report, listed as agenda Attachment U, is attached to the file copy of the Board minutes.

H. 1. President John Casteen introduced Elizabeth McDaniel. Ms. McDaniel is a fellow in the American Council on Education program to cultivate leadership in higher education. Ms. McDaniel presented and reviewed the revised Endowed Chair policy at the University of Connecticut. The policy included with the agenda as Attachment W was revised. A copy of the revised Endowed Chair Policy is attached to the file copy of the Board minutes.

Trustee Kevin Dowling requested that the Board receive a report on the activities of endowed chairs on an annual or semi-annual basis. In addition, Dr. Dowling expressed his concern that a minimum endowment be established for each chair.

President Casteen assured the Trustees that the By-Laws would continue to safeguard their authority to review endowed chairs. The President also noted that the policy calls for periodic review by the President of the scholarly contributions made by chair holders, and that he would report the results of his review to the Trustees.

I. On a motion by Mr. Brown, seconded by Dr. Lawrence, THE BOARD VOTED to go into Executive Session at 11:59 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 staff members whose presence was necessary to provide their opinion would be permitted to attend executive session.

President Casteen, Ms. McDaniel and Mr. McFadden were present for the entire executive session.

Vice President Carol Wiggins and Attorney Shapiro were present for the discussion of pending litigation.

Executive Session was ended at 12:36 p.m.

J. It was noted that the next meeting of the Board is scheduled for Friday, November 17, 1989, at 10:30 a.m. at the University of Connecticut at Storrs, Bishop Center.

K. No further business appearing, the meeting was adjourned at 12:37 p.m.

Respectfully submitted,

Otha N. Brown, Jr.
Executive Secretary