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Minutes, June 16, 1989

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

Held at the University of Connecticut at Farmington
UConn Health Center, Function Room June 16, 1989

The meeting was called to order at 9:15 a.m. by Chairman Andrew J. Canzonetti. Trustees present were: Mrs. Bradlau, Mrs. Kronholm, Messrs. Altschuler, Brown, Dowling, Kleban, Opinsky, Rich, Rossi, Saslow, Ushery, and Stroh.

Trustees absent were: Governor O'Neill, Messrs. Andersen, Lawrence, Leone, Parker and Tirozzi.

University staff present were: President Casteen, Provost Tighe, Vice-Presidents Giffen, Jones, Wiggins, Brown, and Mulvihill, Attorneys Shapiro and Kleinman, and Mrs. Burns.

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

- I. On a motion by Mr. Rossi, seconded by Mr. Altschuler, THE BOARD VOTED to go into Executive Session for the purpose of discussing matters of personnel and collective bargaining. The Chairman noted that based on the advice of Mr. Shapiro, only the staff members whose presence was necessary to provide their opinion would be permitted to attend executive session.
 - A. Personnel matters were discussed. President Casteen, Mrs. Burns, Provost Tighe, Provost Mulvihill and Attorneys Shapiro and Kleinman were present for this discussion. All members of the Board noted above remained at this time.
 - B. Collective bargaining was discussed. President Casteen, Mrs. Burns, Provost Tighe, Vice President Mulvihill, and Vice President Jones were present for this entire discussion. Dr. Leslie Cutler, Ms. Nancy Neumann and Mr. John Moore from the Health Center were present for part of this discussion.
 - C. The Board resumed its discussion of personnel matters. President Casteen, Mrs. Burns, Vice President Mulvihill and Attorney Shapiro were present for part of this discussion. At the request of Chairman Canzonetti, all staff except Mrs. Burns were then excused.
 - D. There being no further business proper to Executive Session, the Chairman reconvened the meeting in Open Session at 10:45 a.m.

- II. At this time, Mr. Robert Borho, a representative of the CEUI collective bargaining unit, addressed the Board regarding the Creamery.
- III.A. The Report of the Chairman included the following items:
1. Chairman Canzonetti noted that this was Alumni Trustee, Elizabeth Bradlau's last meeting, and expressed both his appreciation and that of the Board's for Mrs. Bradlau's longstanding commitment and outstanding service not only to the Board of Trustees, but also to the Alumni Association.

On a motion by Mr. Brown, seconded by Dr. Opinsky, THE BOARD VOTED that the following resolution be spread upon the minutes:

THE UNIVERSITY OF CONNECTICUT
Board of Trustees
Elizabeth A. Bradlau
1981-1989

WHEREAS, Elizabeth A. Bradlau has completed a term of eight years as a member of the Board of Trustees of The University of Connecticut representing the Alumni Association, and has served as a member of the Board's Institutional Policy, Student Life, University Medals and Honorary Degree Committees, and most recently as the Chairman of the Community Relations Committee; and

WHEREAS, she is a member of the Alumni Associations' Gavel Society, Connecticut 1000, and is a Husky Director. She has served on the Boards of the UConn Foundation, UConn Club, and The University Centennial Committee, and as the chair of several Board Committees, and

WHEREAS, she served as the first and only woman President of the Alumni Association in its ninety-four history, and very ably and objectively represented the interests of the 85,000 alumni of the University in all University matters; and

WHEREAS, she has devoted countless hours and effort as a Trustee of The University of Connecticut, and she has assisted the University during challenging times to maintain communication with alumni leaders throughout the state, and

WHEREAS, her gracious, assertive and giving spirit has touched all of us and will be missed.

THEREFORE, BE IT HEREBY RESOLVED, that the Board of Trustees recognizes with sincere gratitude the service of Elizabeth A. Bradlau and does extend to her all good wishes for the future, and

BE IT FURTHER RESOLVED, that this resolution be spread upon the minutes of the Board, with a copy sent to our colleague and friend, Elizabeth A. Bradlau.

2. On a motion by Mr. Kleban, seconded by Mr. Altschuler, THE BOARD VOTED to approve the minutes of April 14 and May 12, 1989.
3. On a motion by Dr. Dowling, seconded by Mr. Kleban, the Board voted to rescind the motion of October 14, 1988. A copy of the background, agenda Attachment W, is attached to the file copy of the Board minutes.

Trustees Dowling and Kleban expressed their strong support of the rescission of the motion of October 14, 1988 to return fiscal management responsibility at The University of Connecticut Health Center to the Vice President and Provost for Health Affairs, effective July 1, 1989, and of Dr. Mulvihill's performance at the Health Center.

4. On a motion by Mr. Brown, seconded by Mrs. Bradlau, THE BOARD VOTED TO approve the following items listed on the Consent Agenda:
 - a. Approval and/or ratification of the lists of University contracts and agreements and authorization for the President, Vice-Presidents, Associate Executive Director, and Associate and Assistant Vice-Presidents to sign the necessary documents on behalf of the University. A copy of the approved lists of contracts and agreements is attached to the file copy of the Board minutes.
 - b. Ratification of FY 1989-90 General/Tuition Fund Operating Budget. A copy of the General/Tuition Fund Operating Budget, agenda Attachment V, is attached to the file copy of the Board minutes.
5. On a motion by Mr. Ushery, seconded by Mrs. Bradlau, THE BOARD VOTED to award academic tenure to Dr. Richard Lostritto. Trustee Irving Saslow abstained from the voting.

B. The Report of the President included the following:

1. President Casteen informed Board members of the University's support of the Chinese UConn students, and called upon Irving Saslow to offer a resolution.

On a motion by Mr. Saslow, seconded by Mr. Rossi,
THE BOARD VOTED the following resolution:

THE UNIVERSITY OF CONNECTICUT
BOARD OF TRUSTEES
June 16, 1989

WHEREAS, The Board of Trustees of The University of Connecticut support the student democracy movement in China and condemn the Chinese government's use of brutal force to suppress the peaceful student movement; and

WHEREAS, The aspirations of the student protesters in China and the tragedy of their suppression by government troops touch us all; and

WHEREAS, all of us in the University community recognize the many contributions made to the State's flagship university by those of Chinese descent, and the suffering that took place in Tiananmen Square and around the city of Beijing is a suffering that must be shared by all at the University.

THEREFORE, BE IT HEREBY RESOLVED, that our common conviction that the fundamental freedoms belong to all humankind must persuade all of us to stand with the Chinese students in the quest for democratic reforms.

BE IT FURTHER RESOLVED, that this resolution be spread upon the minutes of the Board.

2. On a motion by Mr. Brown, seconded by Mr. Rossi,
THE BOARD VOTED TO add to the agenda for action a recommendation to approve salary adjustments for certain employees excluded from collective bargaining units, as the result of an objective job evaluation study.

On a motion by Dr. Dowling, seconded by Dr. Opinsky, THE BOARD VOTED to authorize the administration to approve salary adjustments for certain employees excluded from collective bargaining units, as the result of an objective job evaluation study. Background information is attached to the file copy of the Board minutes.

Chairman Canzonetti relinquished the chair to Dr. Kevin Dowling, Chairman of the Health Affairs Committee to proceed with the reports of his committee.

C. Dr. Dowling requested that one action item be added to the Board agenda.

1. On a motion by Mr. Rossi, seconded by Mr. Saslow, THE BOARD VOTED to add to the agenda for action the submission to the General Assembly of the collective bargaining reopener between the University of Connecticut Health Center and the University Health Professionals/AFT, effective July 1, 1989 through June 1990.

On a motion by Dr. Dowling, seconded by Dr. Opinsky, THE BOARD VOTED to approve for submission to the General Assembly the collective bargaining reopener between the University of Connecticut Health Center and the University Health Professionals/AFT, effective July 1, 1989 through June 1990. A copy of the background information is attached to the file copy of the Board minutes.

D. Dr. Dowling introduced Vice President and Provost for Health Affairs, James Mulvihill, who presented an overview of the Health Center operation for the last year and highlighted its accomplishments.

Dr. Mulvihill shared with the Board that reporters had been asking him how he felt about having his fiscal authority restored. Although he was naturally pleased with the vote, he said the real story about the Health Center had to do with other, more important matters relating to achievements at the Health Center this past year.

The School of Medicine recently received full seven-year accreditation and numerous citations for excellence by the Liaison Committee on Medical Education. On Match Day, all fourth year students received either their first, second or third choices for their internships. Our School of Dental Medicine also last year received a superb report on its accreditation visit.

The John Dempsey Hospital, through its Finance Corporation, recently purchased its lithotripter machine at two-thirds the cost and had it operational six months earlier than would have been possible had we not had the Finance Corporation.

The John Dempsey Hospital's accounts receivable are down from 120 days six years ago to approximately 85 days today - among the lowest in the state, despite today's difficult collection climate.

Uncas-On-Thames Hospital has initiated new programs in caring for the long-term ill, doubled the number of beds, and increased occupancy from 25% to close to 100%. Dr. Mulvihill noted that the 1988-89 operating budget was \$200,000 less than the 1984-85 operating budget and there had been a greater than 20% reduction in the number of employees at Uncas. In addition, he noted that the recently-passed legislative action setting up a revolving fund for Uncas will mean even diminished future reliance on the state for financial resources.

Despite the fiscally restrictive climate of the state, major improvements have been made in several areas of administrative services - human resources, facilities management and electronic communications. Dr. Mulvihill noted that many of the recommendations issued in the Arthur Andersen & Company report concerning fiscal services have been implemented, enabling us to effect numerous economies while at the same time improving services to suppliers and faculty.

Thanks to our capacity to generate three-quarters of our own income, we have been able to begin construction of an administrative services building, lease space nearby for our departments of psychiatry and orthopaedics, and initiate plans for the construction of a new day care center without having to ask the Board of Trustees for the funds. These three examples are near-term activities which are part of a long-term strategy designed to address the Health Center's most chronic challenge: securing space that will enable us to maintain and extend our capacity to service the citizens of Connecticut in our four-fold mission responsibilities of teaching, research, patient care and community service.

- E. Dr. Mulvihill introduced Dr. James E. Kennedy, Dean of the School of Dental Medicine, who noted that the School of Dental Medicine has not experienced the decline in admissions currently being experienced by other schools. The quality of our pool of applicants has increased and the yield has continued to improve.

However, we have not been as successful in recruiting minority students in spite of a major recruiting effort. A high priority will be the funding of activity in this area.

Accreditation visits have reverted back to the seven year cycle, and the School of Dental Medicine will be visited again in 1994. Preparation for that visit will begin with the new academic year. The graduate programs are working well with an increase in the number of dental students who will pursue their doctorates in behavioral sciences.

Dr. Kennedy stressed that faculty are continuing to be recruited by other institutions at higher salaries, and there are increasing difficulties filling those positions.

- F. Dr. Sigman commented on the accreditation visit of October 1988, noting that the visit was a very positive one which confirmed and validated the results of the self-study analysis completed by the School of Medicine.

Those issues which the School continues to consider a priority are space, finances, and technical and educational issues.

Dr. Sigman noted that problems at all medical schools are similar. They include lack of cohesiveness of segments of the curricula, consistent review of the objectives and tools used to measure objectives, and lack of consensus of the finished product, a general medical education. Among the steps taken to integrate the curricula boundaries at the University of Connecticut Medical School are the rewriting of affiliate agreements and the integration of residency programs.

Dr. Leslie Cutler, Associate Vice President for Administration and Research, gave an overview of administrative concerns, research funding and internal research support at the Health Center. He reported on the discussions with area towns to provide paramedic services, the funds received from the Department of Public Works for construction of a new day care center, the recently completed traffic study, and the current cost of services analysis, as well as the recent administrative changes which have improved services.

A copy of Dr. Cutler's supporting information is attached to the file copy of the Board minutes.

- G. Mrs. Marta Smith, Director of the Uncas-On-Thames Hospital who presented an update of developments during the past year. Her report included the Strategic Plan Implementation of Progress. It included the missions, goals and status of patient care, education, research, community service, and facilities restoration and development. A copy of her supporting information is attached to the file copy of the Board minutes.
- H. Dr. Helen Smits, Hospital Director, the John Dempsey Hospital, focused on the recent successes of programs at the hospital. The recently opened kidney stone center provides urologists with space, contributes to overhead costs, and overall is a very successful unit. The magnetic resonance imaging unit has a high demand, and is also doing very well.

Malpractice insurance costs have been projected as the same as last year, and a decline is expected over the next year. The drop in number of cases is attributed to improved risk management, an increase in active faculty review of the cases, and decisions to defend or settle cases.

- I. Interim Associate Vice President for Fiscal Services, Peter Sullivan, reported that the Health Center has been cited by the auditors as having very well maintained systems. Procedures and policies in financial areas have been documented, and compliance with established procedures and past audit recommendations are excellent.

Mr. Sullivan presented a fiscal services update on the Andersen study which included the findings, actions taken, and current findings as well as the financial and administrative systems direction for 1989-90. A copy of background information is attached to the file copy of the Board minutes.

- J. Dr. Mulvihill reviewed the Analysis of Finances-Total Clinical Fund, the Analysis of Clinical Fund-John Dempsey Hospital FYE Cash Position, the Analysis of Clinical Fund-Dental Clinics FYE Cash, and Analysis of Auxiliary Services Fund, School of Medicine FYE Cash versus Total Fund FYE Cash. A copy of the background information is attached to the file copy of the Board minutes.
- K. Vice President and Provost Mulvihill presented the Board with the University of Connecticut Health Center John Dempsey Hospital Proposed Operating Budget for July 1, 1989 - June 30, 1990, and reminded Trustees

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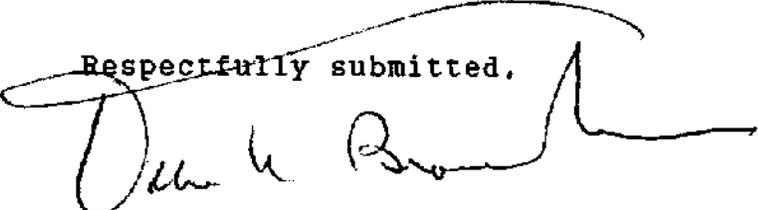
that formal action would be requested at the July meeting of the Board after review and approval at the next Health Affairs Committee meeting..

- L. Dr. Mulvihill also presented The University of Connecticut Health Center Budget Request for Fiscal Year 1990-91. A copy of the proposed budget is attached to the file copy of the Board minutes.

It was noted that the next meeting of the Board of Trustees is scheduled for Friday, July 14, 1989, at 10:30 a.m. at the Avery Point Campus, Groton, Connecticut.

No further business appearing, the meeting was adjourned at 12:45 p.m.

Respectfully submitted,



Otha N. Brown
Secretary