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## Minutes, February 13, 1976

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

Held at the Merlin D. Bishop Center, Storrs

February 13, 1976

The meeting was called to order at 9:30 a.m. by Chairman Gordon W. Tasker. Trustees present were: Mesdames Briscoe and Jorgensen, Ms. Micocci and Messrs. Jacobs, Kleban, Kozloski, Rich, Stroh, Tasker, and Wiggins. Messrs. Shedd, Taylor, and Wilber joined the meeting shortly after the session had started. Mrs. Kronholm and Mr. Nielsen joined the meeting at later points in time. Mrs. Kay Bergin, Deputy Commissioner of Banking, also joined the meeting after the meeting had started.

Trustees absent were: Governor Grasso, Messrs. Brown, Carlson, and Cunningham.

University staff present included: President Ferguson, Vice Presidents Adams, Hartley, Massey, and Wilson, and Attorney Hill, General Counsel for the University.

All actions taken were by unanimous vote except as otherwise noted.

1. Mr. Rich requested the deletion of the word "favorable" on page 6023, third paragraph under Item 18. On a motion by Mrs. Jorgensen, seconded by Mr. Kozloski, THE BOARD VOTED to approve the minutes of the meeting of January 9, 1976.

At a later point in time, Chairman Tasker welcomed Mrs. Kay Bergin, Deputy Commissioner of Banking, who was attending the meeting as a representative of Governor Grasso.

2. President Ferguson called upon Vice President Hartley to share with the Trustees a preliminary analysis of the implications of the current year budget and the Governor's recommended budget for 1976-77. Mr. Hartley distributed copies of a status report summarizing the impact of planned savings on the 1975-76 budget and the implications of the recommended budget for 1976-77. (Copy attached)

Mr. Hartley spoke on the following:

- (1) The University's spending level for 1975-76 of \$50,568,878. This base figure does not include special accounts and special appropriations.
- (2) Planned savings for 1975-76 totaling \$664,000 will be achieved as follows: personal services \$554,000; fuel \$50,000; library text books \$50,000; tuition refund \$10,000.
- (3) The difference between the Board's budget request for 1976-77 of \$62,848,000 and the Governor's recommended budget of \$50,643,345 is approximately accounted for as follows: special merit salary increases \$1.046 million, new positions \$3.161 million, restoration of turnover and savings \$1.9 million, increase in graduate assistant rates \$96,000, increase in student labor \$90,000, equipment \$2.368 million, other expenses \$1.472 million.
- (4) The major impact of the Governor's recommended budget is on personal services and equipment monies.

At the conclusion of the discussion, Mr. Rich requested a similar analysis of the Health Center's budget information.

3. On a motion by Ms. Micocci, seconded by Mr. Wiggins, THE BOARD VOTED to approve the following changes in the FSSO By-Laws:

A. Article 6: Elections Policy, part 6.3 Candidacy:

"No later than a date set forth by the Central Committee of the Federation, at the last regular meeting of the fall semester, the Chairman of the Elections Committee shall compile a list of petitioners, including student number of and office sought by each petitioner, and forward that list to the Office of the Registrar with a list of qualifications for each office."

B. Article 6: Elections Policy, part 6.31 Candidacy:

"The Chairman of the Federation shall be an undergraduate student at the University of Connecticut at Storrs who has reached fourth semester status as defined by the University at the time of his candidacy. He shall not be on academic probation as defined by the University."

C. Article 6: Elections Policy, part 6.5 Elections, 6.51:

"The elections date shall fall within the seventh week of the spring semester."

4. Mrs. Jorgensen, reporting for the Institutional Policy Committee, reminded the Trustees that the proposed changes in the By-Laws regarding faculty dismissal procedures had been placed on the table at the last Board meeting and now appeared for further action.

Mr. Taylor, referring to the specified time requirements that totaled in excess of seven months, stated that the procedures were far too lengthy and unnecessarily complex.

Mr. Nielsen expressed concern that the University was required to produce witnesses for the defense. This requirement could place an unfair financial burden on the University. He suggested that if the University is required to produce witnesses for the defense that the expense should not be borne by the University.

It was agreed to hold further discussion in abeyance while the Committee reconsidered Mr. Nielsen's suggestion.

5. Mrs. Jorgensen, noting that she had been absent at the Institutional Policy Committee meeting last February 4th, asked Mr. Jacobs to report on the meeting.

Mr. Jacobs reported that the Committee had voted to recommend that the School of Insurance be converted into the Center for Insurance Education and Research within the School of Business Administration; and that the degree of Bachelor of Science in Insurance Administration be discontinued following the graduation of its last two students in May, 1976.

Acting on Mr. Jacobs motion, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the above recommendation.

6. Mr. Rich, as Chairman of the Health Affairs Committee, noted the circulation of the minutes of the Committee meeting on February 3rd. At the last meeting, Dean Fitz, School of Allied Health Professions, presented background data related to the School. The Veterans Administration has been very supportive of the School's research efforts and the Dean also indicated that the School's program in Clinical Dietetics is

the only such program in Connecticut and one of three in the northeast region.

The Committee was alerted to a proposed contract with Rhode Island Health Sciences Education Council regarding the University's physical therapy program. Reactions were favorable.

Mr. Rich, referring to the legislative creation of the Blue Ribbon Commission, reported that the Commission has met twice. A subcommittee meeting has been held with Dr. Cohen and as a result of this meeting, the administration is developing answers to the questions he raised. The Commission is working on a draft of the Health Center's goals and objectives.

The administrative staff at the Health Center is working to meet the February 15, 1976 deadline for the annual report on program costs, etc. as prescribed in Public Act 75-336. A reporting format was developed and the preliminary results were shared with the Committee. The final report will be distributed at the next Committee meeting.

Mr. Rich reported that discussions related to a proposed merger of the Department of Community Medicine and Health Care and the Department of Behavioral Sciences and Community Health are continuing. A report for action is expected at a future date.

7. Mr. Kozloski, reporting on the recent meeting of the Consortium Board, reported the following election of officers:

President	- Mr. Richard Dunne, Board Member, St. Francis Hospital
Vice President	- Dr. Robert U. Massey, Acting V.P. and Exec. Dir., UConn Health Center
Secretary	- Mr. Talcott Stanley, Board Member, Newington Children's Hospital
Treasurer	- Mr. Robert Bruner, Executive Director, Mount Sinai Hospital

Mr. Kozloski reminded the Trustees of the restructuring of the Consortium into four Councils: A Trustee Council, a Management Council, a Professional Staff Council, and an Education and Research Council.

The joint objectives of the Councils all focus on the goal of increasing primary health care.

8. Mr. Kozloski also informed the Trustees that at the recent meeting of the Health Center Advisory Council concern was expressed with regard to the role of the Advisory Council. The group would like to have the Board of Trustees present definite assignments so that the Council can be of greater assistance to the Board. Mr. Kozloski, referring to an

excellent presentation by Dr. Massey at the last Council meeting, suggested that Dr. Massey repeat his presentation for the benefit of the Board.

9. Mr. Rich, reporting as Chairman of the Health Affairs-Hospital Committee, noted that the minutes of the last meeting have been circulated to all Trustees. He reminded the members of the Board that they also serve as Trustees of the John Dempsey Hospital.

In the past, the Health Affairs Committee and Hospital Committee meetings have been held on the same day. It calls for a long day of meetings and it has been suggested that the Hospital portion of the Committee meeting be held on a separate day to provide the Trustees with the time necessary to fully become involved in Hospital affairs.

Renovation efforts at the Health Center have been at a standstill since the present freeze on renovation funds makes it impossible for the administration to move ahead with the remaining changes and adaptation requirements.

Accounts receivable at the Hospital is a matter receiving continuing surveillance and an extensive report on this item will be made at the next meeting.

The Hospital's census for the month of January was 70 patients. The census at least through January has been somewhat disappointing and is under the projection that was anticipated. The census for the first 12 days of February, however, was 84 patients. This census can be enhanced as the renovations are accomplished.

Referring to the Board's approval of the continued operation of the Burgdorf Clinic with the understanding that the activities would be monitored very closely, Mr. Rich reported forward progress in accordance with plans. The Hartford City Council has passed a resolution authorizing the payment of \$25,000 and the staffing at the Clinic has been reduced to conform to the budget limitations.

10. Mr. Rich informed the Board that the Joint Commission on the Accreditation of Hospitals has stated that the award of accreditation is contingent upon a change in the Bylaws of the Governing Board which includes procedures for processing, appointing, timely reappointing, and granting of clinical privileges for the medical staff members. Acting on Mr. Rich's motion, seconded by Mr. Kozloski, THE BOARD VOTED to place on the table the following proposed revision in the Hospital Bylaws:

Article V, Section 1 c

All appointments, reappointments and revocations of appointments to the Medical Staff shall be made in accordance with Appendices I, II, III, and IV of the Medical Staff Bylaws which are hereby adopted as a part of this section.

11. Mr. Rich reported that the Hospital Director and the University Attorney have reviewed the federal regulations regarding Hill-Burton construction grants. Attorney Hill has stated that he sees no legal obstacle to the Board of Trustees electing the option as presented in the agenda item and that it should note the last sentence of the option since the Hospital reserves the right to make collections against a third party insurer or against a governmental program.

Mr. Rich moved that the Board adopt the following free care option:

The facility will not exclude any person from admission on the ground that such person is unable to pay for needed services, and that it will make available to each person so admitted services provided by the facility without charge or at a charge below reasonable cost which does not exceed any such person's ability to pay therefor. The hospital reserves the right to make collection efforts against third party payors or governmental programs as applicable under the provisions of Title 42 (f) (1).

The motion was seconded by Mr. Nielsen. Mrs. Jorgensen offered an amendment that the last sentence be changed to read as follows:

"The hospital reserves the right to bill and make collection efforts against third party payors or governmental programs as applicable under the provisions of Title 42 (f) (1) or under other appropriate present or future local, state, or federal legislation."

The amendment was accepted by Mr. Rich and Mr. Nielsen and acting on the original motion as amended, THE BOARD VOTED to approve the following free care option:

The facility will not exclude any person from admission on the ground that such person is unable to pay for needed services, and that it will make available to each person so admitted services provided by the facility without charge or at a charge below reasonable cost which does not exceed any such person's ability to pay therefor. The hospital reserves the right to bill and make collection efforts against third party payors or governmental programs as applicable under the provisions of Title 42 (f) (1) or under other appropriate present or future local, state, or federal legislation.

12. Mr. Rich called attention to the proposed list of Medical and Dental Staff appointments recommended in accordance with the Hospital Bylaws. Acting on Mr. Rich's motion, seconded by Mr. Kozloski, THE BOARD VOTED to approve the current list of staff appointments. A copy of the approved list is attached to the file copy of the Board minutes.
13. Acting on Mr. Rich's motion, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the list of contracts and agreements and authorized the President, the Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University. A copy of the approved contracts and agreements is attached to the file copy of the Board minutes.
14. Mr. Taylor, reporting as Chairman of the Budget and Finance Committee, recommended Board approval of the proposed list of contracts and agreements.

During the discussion of the agreement that would guarantee the admission of 10 Rhode Island students into the University's physical therapy program, Mr. Kozloski stated that he would like to see an increase in the total number of students enrolled in the physical therapy program. Mr. Tasker expressed his concern with certain aspects of the in-state out-of-state exchange. President Ferguson indicated that a full report on the New England student exchange program would be made available for review by the Board.

Mr. Taylor also pointed out that the reference in the data to "tuition" should have stated "fees". The discussion was concluded with the understanding that contract proposal #16, the agreement with Rhode Island Health Sciences Education Council, was to be referred back to the Budget and Finance Committee.

Acting on Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the list of 15 contracts and authorized the President, the Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University.



A copy of the approved contracts and agreements is attached to the file copy of the Board minutes.

15. Mr. Taylor reminded the Trustees that fee changes had been reviewed at the November meeting of the Board. Since that time, the only relevant fee items brought before the Budget and Finance Committee were two amendments: (1) a recommendation pertaining to the board fee; and (2) a recommendation pertaining to the fee for students in the Evening Division of the School of Law.

Mr. Taylor noted that last November the Board had tentatively approved a resolution that the board fee be increased \$40 per semester with the understanding, however, that an ongoing study would be conducted in the interim to try to reduce the amount of the fee increase if economically feasible to do so. He asked Dr. Adams to comment on the results of the study.

- (1) Vice President Adams and Dean Wiggins, referring to the agenda material, called attention to several of the findings in the studies by the external consulting group and the internal ad hoc committee. As a result of these studies, the administration had determined that a fee increase of \$30 would be adequate. Vice President Adams pointed out that the fee recommendation was predicted on efficiency, a change in organization, balancing income versus expenditure and the expectation that the efficiency in the change in organization would generate income.

Ms. Micocci stated that she had a problem supporting any fee increase since she did not feel that the data of previous years was hard enough to convince her that a fee increase was necessary at this time.

Vice President Hartley stated, in response to a question, that if the economics anticipated are not accomplished in the coming year the administration would have to draw upon the reserve. In that event the administration will have to come back to the Board for a very substantial board fee increase for the following year.

After considerable discussion, Mr. Taylor moved that the Board's action of last November with regard to the board fee be amended to reflect an increase of \$30 per semester instead of the \$40 increase. Mr. Nielsen seconded the motion. Acting on the motion, THE BOARD VOTED to amend the action of last November with regard to board fee and to approve an increase of \$30 per semester.

- (2) Mr. Taylor spoke of the Budget and Finance Committee's consideration of two changes pertaining to the Evening Division of the School of Law. The revisions, in essence, propose a funding change to the 6.12 fund and a breakdown of the student fee into a per credit basis. Mr. Taylor pointed out that the 6.12 funded arrangement would enable the University to collect \$49,000 that would otherwise go to the State as tuition monies.

Mr. Taylor offered the following amendment to the Board's action of last November pertaining to fee increases for students at the School of Law: Subject to approval by the Attorney General that the funding for the Evening Division of the School be changed from General Fund plus 6.4 Fund to 6.12 Fund; and further, that the University Fee for students in the Evening Division be set as follows:

1976-77	New students	\$50 per credit
	Continuing "	\$42 " "
1977-78	All students	\$50 " "

It was agreed that the two parts of the amendment would be considered separately. Acting on Mr. Taylor's motion seconded by Mr. Nielsen, THE BOARD VOTED that, subject to approval by the Attorney General, the funding for the Evening Division of the School of Law be changed from General Fund plus 6.4 Fund to 6.12 Fund.

Acting on Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to set the University Fee for students in the Evening Division as follows:

1976-77	New students	\$50 per credit
	Continuing "	\$42 " "
1977-78	All students	\$50 " "

Ms. Micocci and Mr. Wiggins opposed the action.

- (3) On behalf of the Budget and Finance Committee, Mr. Taylor moved that the actions of the Board at the November, 1975 meeting with respect to all other fees voted on at that time be ratified at this time. Mr. Stroh seconded the motion.

Ms. Micocci, calling attention to the fee data she had distributed earlier, reiterated her concern with the impact of the fee change on students currently enrolled in the Law School. Ms. Micocci proposed that the fees

for the present first year students in the School of Law be set as follows:

	<u>Day Students</u>	<u>Evening Students</u>
1976-77	\$550	\$399.90
1977-78	\$700	\$437.40
1978-79	\$1,000	\$474.90

Ms. Micocci explained that, in essence, the fee schedule for the present first year evening division students reflected the following:

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
Per Credit	\$38.75	\$42.50	\$46.25

In further comments, Ms. Micocci called attention to the lack of hard dollar figures for accreditation, differences in the budget data presented in November and February, an implied commitment to students presently enrolled, and the margin of flexibility provided by a "reasonable" fee increase. Ms. Micocci presented as an amendment that the above fee schedule be established for the present first year day and evening students in the School of Law.

Mr. Wiggins seconded the amendment.

Mr. Taylor, noting that the Budget and Finance Committee had been given no opportunity to evaluate the impact of the proposed amendment, questioned the timeliness and appropriateness of the substitute fee proposal.

(Messrs. Shedd and Wilber left the meeting at this point in time.)

Members of the administration, responding to questions concerning Ms. Micocci's budget data, indicated that the financial need still exists and the documentation of the need as it was demonstrated in November can be demonstrated to anyone who wants to pursue it again because of any disparity in the way certain information appears now.

The Chairman called for the vote on the amendment and declared the amendment was lost. Trustees Micocci and Wiggins favored the amendment. Trustees Briscoe, Jacobs, Jorgensen, Kleban, Kozloski, Kronholm, Nielsen, Rich Stroh, and Taylor opposed the amendment.

- (4) Prior to further consideration of Mr. Taylor's original motion to ratify the other fee actions of the Board last November, on a motion by Mr. Taylor, seconded by Mr. Nielsen, THE BOARD VOTED that Board approval of the increase in fees for the Law School would not be valid if the General Assembly endorses an increase in tuition of a comparable amount and assures the Board that the incremental revenue generated comes directly to the Law School for use by the Law School.
- (5) Acting on Mr. Taylor's original motion, seconded by Mr. Nielsen, THE BOARD VOTED to ratify actions taken at the November, 1975 meeting with respect to all other fees voted on at that time.

Ms. Micocci and Mr. Wiggins asked to be recorded as voting in opposition to all actions on fees with the exception of the Student Activity Fee at the School of Social Work, the Graduate Student Activity Fee, and the Student Union Fee. Mr. Jacobs asked to be recorded as abstaining on the action pertaining to the Law School fee and voting in opposition to the action on the Medical and Dental student fees.

16. Chairman Tasker declared a recess for lunch at 12:35 p.m. The Trustees and members of the administration were guests of President Ferguson at his home on Oak Hill Drive.
17. The meeting was reconvened at 2:10 p.m. and discussion of the remaining open session items was resumed.
18. On Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to set the E. O. Smith tuition charge at \$1,444 per student for the 1976-77 school year for all sending towns.
19. Mr. Jacobs, reporting on the recent meeting of the Commission for Higher Education, stated that it was an extremely brief regular session and there was no discussion pertaining to the University during that time. During the executive session, approval was given to a recent listing of contracts and agreements pertaining to the University. Members of the Board expressed concern upon learning that CHE was reviewing University contracts and agreements. The Board may expect clarification on this matter in the near future.
20. Mr. Nielsen, in an informational report as Chairman of the Board's Yankee Conference Study Committee, reminded the Trustees that in February, 1975 the Board had voted to request Division I status in football. A petition for reclassification was submitted subsequently to the NCAA Council. Since that time, however, legislation was introduced at the 70th Annual Convention of NCAA that divided Division I football into Division I and Division IA.

A standing committee on reclassification was established and this committee was instructed to reclassify football into four divisions - I, IA, II, and III and report back to the NCAA Convention in January, 1977.-

Mr. Nielsen, in his concluding remarks, noted that the University's objective is to attain IA status. The IA classification would probably join us with Holy Cross, Rutgers, Yale, and the rest of the Ivies, Colgate, William and Mary, V.M.I., etc.

21. Chairman Tasker called the Board's attention to two University Senate resolutions that appeared in the agenda material. The first resolution expressed concern with the prospect of faculty reductions as a way of coping with the fiscal crisis and the other resolution acknowledged the distinguished service to the University Senate by Professor David Ivry.
22. The Chairman, once again, reminded the members of the Board to reserve the date - Saturday, February 28th, for the informal Board session at Storrs. The Trustees may expect further details in the near future.
23. On a motion by Mr. Nielsen, seconded by Mrs. Jorgensen, THE BOARD VOTED to accept and/or approve the list of awards and donations. A copy of the listings is attached to the file copy of the Board minutes.
24. Discussion of the proposed By-Law revision re: Faculty Dismissal Procedures, was resumed. Attorney Hill reported that the Committee had given further attention to the concern expressed by Mr. Nielsen pertaining to the cost of producing witnesses for the individual. Mr. Hill proposed that the last sentence of 6 d be amended with the following addition: "and for the expense of any witnesses provided for the individual by the University."

Mr. Taylor stressed that the procedures should be flexible and adaptable enough to suit the procedures to the type of situation. Mr. Taylor proposed the following:

Dismissal procedures shall be handled as the President of the University shall determine is appropriate in the individual case. The President in each case will make appropriate recommendation to the Board of Trustees which will be responsible for the final action in each case. Mr. Stroh seconded the proposal.

Mrs. Jorgensen, on a privileged motion, moved that the matter be referred back to the Institutional Policy Committee for further consideration. Mr. Kozloski seconded the motion.

(Mr. Jacobs left the meeting at this point in time.)

After further discussion of the need for amplifying the distinction between criminal and civil procedures and the possibility of decreasing the time element, THE BOARD VOTED to send the matter back to the Committee.

Mrs. Kronholm and Mr. Rich opposed the action.

25. Since promotion and tenure recommendations will be presented at the March meeting, President Ferguson suggested that the new Trustees might want to meet with the members of the administration to become better acquainted with the University's tenure criteria and procedures.
26. The President's report on planning at the University was deferred until the March meeting.
27. On a motion by Mrs. Jorgensen, seconded by Mr. Nielsen, THE BOARD VOTED to go into executive session for the purpose of considering matters concerning personnel and collective bargaining. The Chairman stated that since the matters to be considered will require staff information, the minutes should reflect that Vice Presidents Adams, Hartley, Massey, and Wilson, Mr. Bailey, Mr. Friedman, and Attorney Hill were in attendance. Members of the Board present at this time were: Trustees Briscoe, Jorgensen, Kleban, Kozloski, Kronholm, Micocci, Nielsen, Rich, Stroh, Tasker, Taylor, and Wiggins. While in executive session, the Board took the following actions:
  - (A) Mr. Taylor called the Trustees' attention to Finance Committee actions at the Committee's meeting last January 5th pertaining to the disposal of certain University-owned properties in the Hartford area. Mr. Taylor moved that the University initiate the necessary and appropriate action to dispose of the Grand Street property, the 1280 Asylum Avenue property and the 1380 Asylum Avenue property with, however, it being a prerequisite that the monies from those sales come back to those funds originally utilized to purchase the properties.

Mr. Nielsen seconded the motion.

During the discussion, the amendment was made that the Finance Committee report back to the full Board on this matter within 60 days. The amendment was accepted by Mr. Nielsen and Mr. Taylor and THE BOARD VOTED to approve the above motion as amended.

- (B) Mr. Taylor informed the Trustees of a potential gift of farmland and noted that, at this time, only approval in principle was involved. After discussing various gift stipulations, on a motion by Mr. Stroh, seconded by Mr. Nielsen, THE BOARD VOTED to express the desire to accept the potential gift.
- (C) As an item of information, the Board heard a brief report from Mr. Taylor on the Budget and Finance Committee's endowment goals and investment strategy.
- (D) On a motion by Mrs. Kronholm, seconded by Ms. Micocci, THE BOARD VOTED to approve for purposes of the State Auditors, a formal list of actions already taken on reassignments, appointments, salary increases and leaves of absence without pay. The lists were authorized for signature by the Secretary of the Board of Trustees. A copy of the list is attached to the file copy of the Board minutes.
- (E) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to accept the following resignations:
  - (1) Frederick A. Den Broeder, University Educational Assistant I in the Museum of Art, effective February 20, 1976. (5 yrs., 9 mos.)
  - (2) Flemming Heegaard, Associate Extension Professor in the Institute of Public Service, effective December 31, 1975. (9 yrs., 3 mos.)
  - (3) Della Hennelly, University Educational Assistant I in the School of Law, effective February 13, 1976. (5 yrs., 5 mos.)
  - (4) Susan J. Koch, Assistant Professor in the Department of Political Science, effective September 9, 1976. (5 yrs.)

- (5) James B. McNallen, Assistant Professor in the Department of Business Administration, effective March 1, 1976. (3 yrs., 6 mos.)
  - (6) Roger S. White, Assistant Professor in the Department of Economics, effective September 9, 1976. (5 yrs.)
- (F) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following appointments subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) Ernest Guignon, Ph.D., University Assistant Director in the Physical Plant, \$17,035, effective February 16, 1976.
  - (2) Louis I. Hochheiser, M.D., Assistant Professor in the Department of Pediatrics (Middlesex Memorial Hospital), Non-Pay, effective January 2, 1976.
  - (3) Alan J. Nevins, D.D.S., Assistant Professor in Endodontics, \$28,300, effective February 16, 1976.
- (G) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following leaves of absence:
- (1) Irving Allen, Associate Professor of Sociology, sabbatic leave at full pay for the first semester of the academic year 1976-77.
  - (2) Shirley S. Allen, Associate Professor of English, Hartford Branch, sabbatic leave at full pay for the second semester of the academic year 1976-77.



- (3) Robert F. Black, Professor of Geology, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (4) Antonio A. Cirurgiao, Associate Professor of Romance and Classical Languages, sabbatic leave at full pay for the second semester of the academic year 1975-76.
- (5) Peter Dehlinger, Director of Marine Sciences Institute and Professor of Geology, sabbatic leave at full pay for the second semester of the academic year 1975-76.
- (6) Hollis Fait, Professor of Physical Education, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (7) Sheldon W. Frome, Assistant Professor of Dramatic Arts, a change in sabbatic leave from the second semester of 1975-76 to the first semester of 1976-77 at full pay.
- (8) Hugh M. Hamill, Professor of History, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (9) Roger Hancock, Associate Professor of Philosophy, sick leave at full pay for the period November 8, 1975 through December 12, 1975.
- (10) Howard Hayden, Assistant Professor of Physics, leave without pay for the second semester 1975-76.
- (11) Theodore B. Helfgott, Associate Professor of Civil Engineering, leave without pay during the second semester of the 1975-76 academic year (March 10, 1976 through August 31, 1976).
- (12) Ilpyong J. Kim, Associate Professor of Political Science, sabbatic leave at half pay for the academic year 1976-77.

- (13) Sylvia A. Malone, Extension Home Economist, New Haven, leave without pay for the period June 3, 1976 through July 29, 1976.
- (14) J. Zvi Namenwirth, Professor of Sociology, sabbatic leave at half pay for the academic year 1976-77.
- (15) Dennison Nash, Professor of Sociocultural Anthropology, leave without pay for the fall semester of the 1976-77 academic year.
- (16) Thomas G. Paterson, Professor of History, leave without pay for the 1976-77 academic year.
- (17) J. Raymond Pichey, Associate Professor of Social Work, a change in sabbatic leave to the first semester of the 1975-76 academic year at full pay.
- (18) George N. Raney, Professor of Mathematics and Acting Director of Honors Program, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (19) Philip Rosenberg, Professor of Pharmacy, leave with pay for the period March 18, 1976 through April 1, 1976.
- (20) Dr. Naomi Rothfield, Professor of Medicine, sabbatic leave at half pay for the 1976-77 academic year.
- (21) S. Ruven Smith, Professor of Chemistry, sick leave at full pay for the period December 26, 1974 through January 24, 1975.
- (22) Kenneth A. Speranza, Associate Professor of Pharmacy, sabbatic leave at full pay for the second semester of the 1976-77 academic year.
- (23) Thomas M. Terry, Assistant Professor of Biology, leave without pay for the second semester of the academic year 1975-76.
- (24) Crayton C. Walker, Associate Professor of Industrial Administration, sabbatic leave at half pay for the academic year 1976-77.
- (25) Seymour Warkov, Professor of Sociology, sabbatic leave at half pay for the academic year 1976-77.

- (26) Allen M. Ward, Jr., Associate Professor of History, sabbatic leave at full pay for the second semester of 1975-76.
  - (27) William H. Wilson, Assistant Professor of Art, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (H) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following changes in title, promotions, and salary changes:
- (1) Derek W. Allinson, from Associate Professor and Head in the Department of Plant Science to Acting Head of the Department of Natural Resources Conservation, Associate Professor and Head in the Department of Plant Science, effective January 1, 1976 through August 30, 1976.
  - (2) Dr. Arnold J. Altman, Assistant Professor of Pediatrics, change in salary from \$29,133 to \$32,133, effective February 16, 1976.
  - (3) Dr. Alexander Berger, from Associate Professor of Family Medicine to Professor and Head of the Department of Family Medicine, effective February 16, 1976. (From \$44,200 to \$47,320)
  - (4) Alexander R. Gavitt, Jr., from Agricultural News Editor to Acting Head of the Department of Agricultural Publications and Agricultural News Editor, effective January 1, 1976 through June 30, 1976.
  - (5) Quentin C. Kessel, joint appointment in the School of Allied Health Professions for the 1976-77 academic year with home base remaining in the Department of Physics.
  - (6) William M. McCook, joint appointment in the Department of Educational Psychology in the School of Education for the second semester of the 1975-76 academic year with home base remaining in the School of Pharmacy.

(I) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to accept the following retirements:

- (1) Ella A. Dye, Professor and Assistant Dean of the School of Social Work, effective October 1, 1976, with special leave at full pay from the beginning of the 1976-77 academic year to October 1, 1976. 25 years of service.
- (2) Susan Gilman, University Educational Assistant I in the Executive Director's Office, Health Center, effective April 1, 1976. 10 years service.
- (3) Margaret O. Hunter, Assistant Professor of Chemistry at the Waterbury Branch, effective October 1, 1976, with special leave at full pay from the beginning of the 1976-77 academic year to October 1, 1976. 17 years of service.
- (4) Anne M. H. Lacey, University Librarian II at the Torrington Branch, effective February 1, 1976. 10 years of service.
- (5) John L. C. Löf, Director of the Computer Center and Professor of Electrical Engineering, effective October 1, 1976, with special leave at full pay from the beginning of the 1976-77 academic year to October 1, 1976. 24 years of service.

(J) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to accept the following hospital resignation:

- (1) Gail Patria, University Hospital Nurse III at the John Dempsey Hospital, effective January 21, 1976. (4 yrs., 10 mos.)

(K) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following hospital appointment subject to clearance with the Commissioner of Finance and Control on certain positions:

- (1) Patricia M. Reardon, M.S., University Hospital Professional Class VII in the Department of Laboratory Medicine, \$13,076, effective February 16, 1976.

- (L) The Board heard a brief report from Attorney Hill on recent developments in the area of collective bargaining. At the conclusion of the discussion, on a motion by Mr. Taylor, seconded by Mr. Nielsen, THE BOARD VOTED to authorize Attorney John G. Hill, Jr. to sign an agreement on behalf of the University regarding the make-up of the faculty bargaining unit and the elections for a bargaining agent. Consistent with long-standing University policy, librarians and employees on the special payroll will be excluded from the faculty unit.
  - (M) Attorney Hill reported that the Bracken property litigation has been resolved and the University has now received a check for \$13,500.
  - (N) Mr. Rich, reporting on the progress of the search for a Vice President for Health Affairs, noted that considerable progress has been made. The Search Committee hopes to complete its task and submit its recommendations in the very near future. ✓
  - (O) Members of the administration were excused and the Board moved into limited executive session for a discussion of personnel policy matters.
25. No further business appearing, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Carl W. Nielsen  
Secretary