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Minutes, January 9, 1976

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

Held at the Waterbury Branch

January 9, 1976

The meeting was called to order at 9:30 a.m. by Chairman Gordon W. Tasker. Trustees present were: Mesdames Briscoe, Jorgensen, and Kronholm, Ms. Micocci, and Messrs. Brown, Carlson, Cunningham, Jacobs, Kleban, Kozloski, Nielsen, Rich, Wiggins, and Wilber. Messrs. Taylor and Stroh joined the meeting shortly after the session had started. Also present was Mr. Lawrence Connell, Bank Commissioner.

Trustees absent were: Governor Grasso and Mr. Shedd.

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

All actions taken were by unanimous vote except as otherwise noted. Mrs. Briscoe indicated during the meeting that she wished to abstain from all voting, it being the first meeting she has attended.

1. Chairman Tasker welcomed Mrs. Martha Briscoe, a recently appointed Trustee, and Mr. Connell, the Bank Commissioner, who was attending the meeting as a representative of Governor Grasso.
2. On a motion by Mrs. Jorgensen, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the minutes of the meeting of December 12, 1975.
3. Chairman Tasker read a communication received from representatives of the Inter-Branch Council offering a resolution for consideration by the Board as follows:

Representatives including faculty, students and administrative officers of the five Branches of the University of Connecticut, having met today, offer the following resolution for consideration by the Board of Trustees of the University:

Since the Branches are an integral part of the University, providing, in accordance with the Statement of Mission of the University adopted on December 12, 1975, extensions of the campus throughout the State to serve the educational needs of qualified residents in degree-study programs, as well as a wide variety of special educational endeavors for which the University, drawing upon its wide resources, is uniquely qualified;

Since the Branches provide a means for qualified students with limited financial resources to reduce substantially the cost of the high quality University education they seek and deserve, particularly in these times of economic distress;

Since the Branches provide a University presence throughout the State to expose the programs, resources and services of the University to as many citizens as possible in order to insure the widest possible base for the political support necessary to preserve and strengthen the University;

Be it therefore resolved that these representatives of the Inter-Branch Council here present do request that the Board of Trustees, in the interests of the University and the State it serves, retain and expand the programs of the University Branches and seek to provide the necessary financial support to maintain a University presence in centers of excellence throughout the State.

Passed unanimously at 11:06 a.m., Wednesday,
January 7, 1976

Freda Peters	Southeastern Branch
Ron Giedd	Stamford Branch
Harold Berger	Hartford Branch
Karen Chartier	Southeastern Branch
Mara Mayor	Hartford Branch
Robert Sullivan	Southeastern Branch
Richard Quercia	Southeastern Branch
Steven Schmidt	Southeastern Branch
Ignazio Ficara	Waterbury Branch
Seymour Slessinger	Waterbury Branch
H. R. Friedman	Waterbury Branch
Alphonse Avitabile	Waterbury Branch
Elaine B. Wood	Southeastern Branch
Glenn Kilner	Torrington Branch
John Logan	Hartford Branch
Donald P. Reney, Jr.	Hartford Branch
Frank Carlozzi	Hartford Branch
Rochelle M. Wolkowski	Southeastern Branch

In commenting on the resolution, Chairman Tasker noted how aware he and other Trustees are of expressions of support for the Branches, and hoped that this support will be reflected in increased enrollments in future semesters.

4. Regarding proposals for legislation that have come to his attention, Chairman Tasker asked that Board members be alert to the dangers of reorganization plans in higher education that would make governing boards more remote from the faculties and students to whose needs they must respond.
5. President Ferguson reported on the University's approach and progress in planning for retrenchment. It is important to distinguish between savings required during this fiscal year and those to be realized in the long term. The former do not inure to the benefit of the University, and, indeed, serve to reduce the base against which future levels of operation will be compared. The latter, on the other hand, if coupled with a program of reallocation of the saved resources, can result in net gains in quality for the institution. With respect to further savings being required of the University during the current year, negotiations are continuing; a definite dollar guideline has not been set for us as yet. With respect to the longer range, planning progresses with emphasis on reallocation. During the last nine months over a hundred separate programs have been reviewed. The process places primary emphasis on assessing educational aspects within a framework of financial realities, not simply an exercise in cost-cutting. The list of examples referred to at last month's meeting included some that remain to be fully examined (e.g., the Branches), but that have received widespread attention externally, and therefore deserve prompt discussion.

The following recommendations were made as part of the President's report:

(1) Following a review of the entire Branch system, which gave attention to such factors as cost, personnel, enrollment projections, and curriculum, these conclusions emerge.

- a. At Stamford there should be no change in present operations. We now have a viable third year program, which will continue. When resources are made available by clear legislative intent, we will pursue our mandate to develop a full four-year program. The University's presence in the Stamford area is of significance to the state and to the institution, and its continuation is not in question.

- b. At the Southeastern Branch, University programs must be supported. A significant number of students and an important region of the state are being served. Marine Science and other marine related programs have increasing relevance to Connecticut, and should continue.
 - c. At Torrington, the Branch constitutes a special problem. Over all, the University receives seven undergraduate applications for every one student admitted; yet at Torrington, enrollments are not increasing despite the availability of space and facilities. No immediate change is recommended. There is an opportunity at the Branch to capitalize on the rural setting, and students, staff, and members of the community are challenged to lead in finding innovative ways to seize this opportunity. Without an improvement in the enrollment picture, our next review may point to the necessity of discontinuance. Meanwhile, let there be no question of present firm support, so essential to the confidence of students who are contemplating entering and continuing in the Branch at Torrington.
- (2) Vice President Wilson, reporting on the question of limiting enrollments, indicated that the Admissions Committee and the Administration have studied the matter in depth. For a number of recent years total University enrollment has continued to increase, despite a policy of holding constant (at about 2300) the entering class at Storrs. The increase has come partly at certain Branches and partly through transfer students at the junior year, where the University has sought to respond to the growing needs of an expanding two-year college system in the state. An across-the-board cut in enrollments of any reasonable magnitude would not produce appreciable savings; rather, cuts must be made in a selective manner, primarily by limiting enrollments in costly programs at levels corresponding to the resources available. It is recommended that:
- a. The total number of freshmen and transfers admitted as undergraduates in 1976-77 should be the same as the total for 1975-76.
 - b. Limitations should be placed on the enrollment in certain programs, where our resources will not permit us to continue to teach all who may be qualified and still maintain the requisite level of program quality. Among these programs are chemistry, biological sciences, certain other sciences, certain engineering programs, and programs in certain other professional schools.

Implementation of recommendation b. will require knowledge of the resources to be available, as well as the exact demands upon competing programs. Everything possible will be done to inform interested persons of the programs and courses in which special enrollment limits will be encountered, as soon as they are identified and as soon as next year's level of financial support is known.

Among the measures taken in recent years, in response to increasing enrollments and diminishing resources, are increased class sizes, dramatically increased teaching assignments for faculty, the assumption by faculty of additional duties required by the drastic reduction in the numbers of clerical and other support personnel, and changes in scope of offerings and methods of teaching to accommodate the largest possible number of students in fields of high demand. The possibilities for further action along these lines is now largely exhausted; our limitations are now less in faculty (who have responded splendidly to the emergency) than in other areas: Equipment, where repair and replacement has been too long deferred; Supplies, where budgets have kept pace with neither inflation nor rising enrollments; Support Personnel, where the severity of the situation was documented at the last Board meeting; Classroom Size, where further increase in the size of classes is now limited by space availability; and Flexibility, where the repeated imposition of further cuts, after the operating budget was supposedly firm, has eliminated the possibility of rational reallocation of resources in the short term.

- (3) Vice President Massey reported on progress in program review, noting that the Schools of Allied Health Professions, Nursing, and Pharmacy, as well as Medicine and Dental Medicine, are represented on the Program Review Committee established last spring. Recommendations are being prepared in the following areas, although none are being presented for Board action today.

The Department of Community Medicine and Health Care in the School of Medicine is concerned with the areas of public health, epidemiology, medical sociology, and medical economics; whereas the Department of Behavioral Science and Community Health in the School of Dental Medicine has very similar concerns, with emphasis on aspects of importance to dentistry. A proposal has been made to combine the two into a single department to serve the needs of both schools in the areas of public health, preventive medicine, epidemiology,

medical sociology, economics, ethics, and other aspects of philosophy and law as they relate to the practice of medicine and dental medicine. Such an amalgamation would be expected to permit a reduction in the total number of faculty positions required, making possible the reallocation of some positions to the recently established Department of Family Medicine, which was not included in the original planning of the Health Center, and for which no additional resources have yet been made available. A recommendation on this matter will probably be ready for presentation to the Board at its next meeting.

Internships and residencies in both medicine and dental medicine have been reviewed. In line with a trend in national thinking on their changing role, consideration is being given to reducing their total number. More positions currently exist in the Hartford area than can be supplied by our own graduates. A reduction in the total would be accompanied by an increase in the number of internships and residencies in primary care areas, such as internal and family medicine.

Ph.D. programs in Health Center departments are under review, as they are elsewhere in the Graduate School.

Two departments of Radiology currently exist, one in the School of Medicine and one in the School of Dental Medicine. The desirability of combining them is under study.

Microbiology and biochemistry are disciplines that in recent years have tended increasingly to overlap, particularly in the domain of molecular biology. Whether they should continue to be represented by two separate departments is the subject of review.

Programs in the areas of pharmacy, nursing, and allied health will be next on the agenda of the Program Review Committee.

6. Mr. Nielsen, responding to the recommendations contained in the report of the President and Vice Presidents, moved that the present system of Branches be retained and that the present level of enrollments be maintained, subject to the constraints outlined by the Vice President for Academic Affairs. The motion was seconded by Mrs. Kronholm.

Mrs. Jorgensen offered an amendment to emphasize that Branch students are University students and not students in a two-year, terminal degree program. Mr. Kleban wished to amend by adding that the Administration should take all practicable steps toward increasing the viability of the Branches.

Mr. Rich raised several questions as to various implications, including financial, of the actions proposed. Mr. Taylor, while reaffirming his strong support for the Branches, suggested that the Board should not make value judgments piecemeal, but should compare all options before acting on any. Mr. Brown, supporting the same view, hesitated to give the Branch programs priority over other programs until all had been considered.

Vice President Hartley, responding to Mr. Rich's question about comparative program costs at the Branches, called attention to a report he had provided to the Board in November. He summarized by presenting the following expenditures per full time equivalent student for basic instruction (Functions 1 and 2) at the Branches in 1974-75:

	<u>General Fund only</u>	<u>All Funds</u>
Torrington (201 students)	\$ 1250	\$ 1947
Waterbury (672 students)	774	1177
Stamford (561 students)	916	1424
Hartford (955 students)	672	988
Southeastern (422 students)	778	2636

He noted that the figures do not include expenditures made at Storrs for overhead support (e.g., administrative, accounting, library services), and, in answer to a question, explained the relatively high figure at Southeastern when all funds are included as arising from the presence on that campus of other activities besides the Branch program, but which are reflected in expenditures included in the Branch budget.

Chairman Tasker summarized the discussion and called for a vote on the motion as proposed by Mr. Nielsen and revised with his consent and that of Mrs. Kronholm to include the concerns expressed by other members. THE BOARD VOTED that the University retain its present Branch system, which constitutes a viable and integral part of the University, and that the Administration take the initiative in pursuing all practicable steps to increase the viability of the Branches and to emphasize that Branch students are University students and not students in a two-year terminal degree program; and, further, that present overall enrollment limits be maintained, subject to the constraints outlined by the Vice President.

7. Mr. Kleban offered a motion, seconded by Mr. Brown but later withdrawn, requesting the Administration to consider and draw up within the next 30 days a list of programs in order of priority for curtailment in the event of budget reductions. Support was expressed for the idea of knowing what the University's priorities are, but there was concern that deciding upon such a list might suggest Board willingness to initiate cuts before they became necessary. President Ferguson indicated that by next month he will be able to summarize and review the planning that has been accomplished in a way that will respond to most of the questions raised by Board members. Chairman Tasker assured the Board that the information called for would be provided, through committees of the Board where appropriate, and the item would be placed on the agenda of the February meeting, following the matter of fee adjustments.
8. Ms. Micocci, referring to Vice President Wilson's report on enrollment limitations, asked several questions. In reply, Mr. Wilson stated that for the "flexibility" he had mentioned, what is needed is authority to reallocate saved resources; and when student demand exceeds the availability of space in a particular program, those best qualified will be the ones admitted.
9. Mr. Nielsen, referring to Vice President Massey's report on program review in the Health Center, offered a motion, seconded by Mrs. Kronholm, that the two departments concerned with community medicine and health be combined, and that the positions thereby saved be reallocated to the Department of Family Medicine. The President noted that the proposal was being brought to the Board's attention in response to a request for specifics made at the last meeting, but that there was no urgency requiring a Board decision today. Chairman Tasker stated that the item would be referred to the Health Affairs Committee, for a report at the February meeting.
10. Vice President Adams reported on adjustments contemplated in the area of Resident Student Affairs. A six-month study of the program, which encompasses 90 residence halls, 8940 undergraduate student residents, over 400 graduate student residents, and a staff of 215, has led to the conclusion that General Fund expenditures can be reduced by \$145,142 on an annual basis. Without materially reducing services to students, the savings will be accomplished by modest staff reductions and the transfer of certain positions to the Auxiliary Services Fund.
11. Vice President Wilson reminded the Board that the University is currently providing direct General Fund support of approximately \$315,000, annually, to the E. O. Smith School, not counting central administrative overhead costs. As a useful

part of the University's program and asset to the community of which the University is a part, the school has fully justified these expenditures. Now in the face of budget reductions that require some hard choices to be made, consideration must be given, however reluctantly, to the reduction or elimination of direct General Fund support to the school in order that funds may be reallocated to purposes more central to the University's mission. To a question from Chairman Tasker, Mr. Wilson replied that action by the General Assembly would not be required for a change in the present level of support, as it would be if operation of the school were to be discontinued. THE BOARD VOTED to authorize the Administration to begin discussions with representatives of the towns of Ashford and Mansfield regarding reduction or elimination of University General Fund support for the operation of the Edwin O. Smith School in order to release funds for reallocation.

12. Vice President Hartley reported briefly on measures being taken to conserve energy at the University, and noted the success which the program has achieved. Last year's successful efforts make harder our compliance with a directive that state agencies must save 20% this year over last year, but we are doing our best.
13. Mr. Carlson asked for the President's comments on the Branches at Hartford and Waterbury, omitted from his earlier detailed report, and Mr. Ferguson stated that the enrollment levels provide tangible evidence of community support and suggest no need for concern.
14. Chairman Tasker noted that, in accordance with the By-Laws (Art. III, Sec. 3), an action to adjust fees taken at the November meeting has now lain on the table for the required period of time and is before the Board. He understood the Board's intention to be to defer consideration until next month, when classes will be in session again. On the motion of Mrs. Jorgensen, seconded by Ms. Micocci, THE BOARD VOTED to place the action regarding fee adjustments on the agenda of the February meeting, to be held at Storrs.
15. Mrs. Jorgensen, reporting for the Institutional Policy Committee, recommended the adoption of changes in the By-Laws regarding faculty dismissal procedures, which have been under study for many months. Acting on Mrs. Jorgensen's motion, seconded by Mr. Nielsen, THE BOARD VOTED to place on the table the following proposed revision in the Laws and By-Laws of the University:

Faculty Dismissal Procedures

DELETE present section X.K.6; and ADD new section X.K.6 as follows:

6. Dismissal Procedures
 - a. Adequate cause for dismissal will be related directly and substantially to the fitness of the faculty member in his/her professional capacity as described in Section 2. Dismissal procedures will not be used to restrain faculty members in the exercise of their academic freedom or their rights as citizens.

- b. (1) If circumstances arise that, on their face, cause the President to anticipate the reasonable possibility of dismissal being recommended for a faculty member with continuous tenure, or with a special or probationary appointment before the end of the specified term, the appropriate administrative officer (usually the President or his/her representative) will initiate discussion of the matter with the faculty member, looking towards a mutually acceptable settlement.
- (2) If such settlement is not reached the question will be referred to the Committee of Three (as provided in 6 c) within 14 days* of the invitation of the administration to the faculty member to discuss the matter. The Committee of Three will proceed to an informal inquiry, including further attempts at conciliation. The Committee shall report to the President within 14 days from the date it enters the case its recommendations based on the results of its inquiry and efforts toward conciliation.
- (3) If continued action seems to the President to be warranted, then the President or the President's representative, taking into account the report of the Committee of Three, shall frame with reasonable particularity a statement of charges. The statement will then be provided to the concerned faculty member within 14 days after the President receives the recommendations of the Committee of Three.
- c. The Committee of Three referred to above is to be constituted as follows: Each year at the first meeting of the Senate after a new group of Senators has been elected in accordance with Section F of this article, the President shall provide ballots containing lists of all faculty members who have just been elected to three-year terms, and the Senate shall thereupon proceed to elect by secret ballot one of such newly-elected faculty Senators as a member of the Committee of Three to serve until the end of the term in the Senate to which he or she has just been elected. Whenever a vacancy shall occur in the membership of the Committee of Three, the Senate shall elect in the same manner from the faculty group in which the vacancy exists, and the Senate may in a similar fashion elect a substitute for a member of the Committee of Three to serve while such member is absent from the campus, with, in cases of emergency, the remaining members of the Committee being authorized with the approval of the Senate Executive Committee to fill

*All references to days are to calendar days.

the position until the time of the next meeting of the Senate. These elections shall, in the absence of other provision by the Senate, be the first order of business at the next meeting of the Senate after the vacancy occurs.

- d. A dismissal, as defined in section 5 a, must be preceded by the sequence of steps outlined in 6 b, culminating in the statement of charges provided for in 6 b (3). Both the individual concerned and the President will have the right to have the matter heard by a committee of five. In order to exercise this right, the faculty member, or the President, within 7 days of the faculty member's receipt of the statement of charges must request the Committee of Three to form a hearing committee. The essential functions of the hearing committee are to assemble and review pertinent information and to make appropriate recommendations. In constituting a hearing committee, the Committee of Three shall choose a panel of nine members of the faculty from which either party, within 5 days of notification of the panel, may strike not more than two names. In the event that more than five names remain after the completion of this process, the Committee of Three shall select five to serve as the hearing committee. The hearing committee shall, within 7 days after its appointment, select its own presiding officer and immediately notify the President and the Committee of Three of the name of the presiding officer and the date of selection. If the hearing committee wishes to retain independent counsel, prior approval of the Attorney General of the State of Connecticut is necessary. The University will bear any costs of the hearing procedure, except that the individual concerned will be responsible for any fees he/she incurs for counsel, expert witnesses, and other defense expenses.
- (1) Within 7 days of the selection of a presiding officer for the hearing committee, written notice of specific charges will be served. The faculty member may respond to the charges in writing within 7 days. The date for the hearing shall not be set until the faculty member has responded, or the time limit for such response has expired. If the faculty member denies the charge against him/her or asserts the charges do not support a finding of adequate cause, or waives his/her right to appear, or refuses to participate in the hearing in person or in writing, the hearing committee will evaluate all available evidence and rest its recommendations upon the evidence in the record.

- (2) Since the hearing deals with personnel matters, it shall be closed unless the faculty member requires in writing that it be open.
- (3) During the hearing the faculty member will be permitted to be represented by or to have with him/her an academic adviser and/or legal counsel of his/her own choosing. The President may be accompanied by or represented at the hearing by a delegate and/or legal counsel of his/her own choosing.
- (4) At the request of either party or the hearing committee, representatives of professional organizations shall be permitted to attend the hearing as observers.
- (5) A verbatim record of the hearing or hearings will be taken and a typewritten copy or legible facsimile thereof will be made available without cost to the faculty member and to the hearing committee. The requirement of a verbatim record may be waived by mutual consent of the hearing committee and both parties.
- (6) The burden of proof that adequate cause exists rests with the institution, and shall be satisfied only by clear and convincing evidence in the record considered as a whole.
- (7) The faculty member will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence, and the administration of the institution will, insofar as it is possible for it to do so, secure the cooperation of such witnesses and make available necessary documents and other evidence within its control.
- (8) The hearing committee may grant adjournments to enable either party to investigate evidence as to which a valid claim of surprise is made.
- (9) The faculty member and the administration will have the right to confront and cross-examine all witnesses. Where the witness cannot or will not appear, but the committee determines that the interests of justice require admission of his/her statement, the committee will identify the witness, disclose his/her statement, and if possible, provide for written interrogation.

- (10) In the hearing of charges of incompetence, the testimony shall include that of qualified faculty members from this or other institutions of higher education.
 - (11) The hearing committee will not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in determining the issues involved. Every reasonable effort will be made to obtain the most reliable evidence available.
 - (12) The findings of fact and the decision will be based solely on the hearing record.
 - (13) Except for such simple announcements as may be required covering the time of the hearing and similar matters, public statements and publicity about the case by the hearing committee, the faculty member, and the administrative officers will be avoided until the proceedings have been completed, including consideration by the Board of Trustees. The President and the faculty member will be notified of the recommendation in writing and will be given a copy of the record of the hearing.
- e. The hearing committee shall report to the President within 30 days after the selection of its presiding officer. The committee may conclude, and shall report to the President, that the conduct with which the faculty member is charged (a) merits dismissal or (b) does not merit dismissal. If the committee concludes that the conduct does merit dismissal, but that there are circumstances that warrant clemency, it will so recommend, with supporting reasons. If the committee concludes that the conduct does not merit dismissal, (a) it may recommend that the conduct does not merit any disciplinary action or (b) it may recommend a penalty short of dismissal. If the President does not accept the recommendation of the hearing committee, he/she will state the reasons therefor to the hearing committee and to the faculty member within 14 days after receiving the report of the hearing committee. The hearing committee shall, within 14 days, prepare a rejoinder or notify the President that it intends no rejoinder. The President shall within 10 days notify the faculty member, the hearing committee, and the Committee of Three of his/her decision in the case, together with reasons therefor if he/she does impose a penalty. The President shall report to the next meeting of the Board of Trustees any action taken by him/her in response to the report

of a hearing committee. If dismissal or other penalty is invoked, the faculty member may within 30 days request the President to notify the Board of Trustees that the faculty member wishes to appeal the decision. The President shall then within 10 days transmit to the Board the record of the case. In such an event, the Board's review will be based on the record of the committee hearing and the correspondence between the hearing committee and the President after the hearing committee makes its recommendation. This review will provide opportunity for argument, oral or written or both, by the principals at the hearing or by their representatives. Such a review must be scheduled within 21 days of the date on which the Board members are supplied with the record. Since the review deals with personnel matters, it will be closed unless the faculty member requires in writing that it be open. If the Board disagrees with the recommendation of the hearing committee, it will so notify the committee with specific objections. Taking into account the stated objections, and receiving new evidence if necessary, the committee will then reply to the Board within 10 days. The Board will make a final decision only after study of the committee's reply.

- f. The Committee of Three may, upon request, extend any of the foregoing time limits for cause.

Mr. Taylor asked that he be recorded as abstaining, choosing not to participate in an action that may affect the volume of future litigation.

16. Mr. Rich, reporting for the Health Affairs Committee, complimented Dean Schwarting for an excellent review that he had given the committee on programs of the School of Pharmacy. He called attention to some of the highlights of that review.

The Blue Ribbon Commission has requested documentary information to assist them in their task of reviewing the Health Center and its programs.

Although P.A. 75-336 requires a report each February 15 of program cost data, the Program Review Office has provided no format for making this report. A format based on the Health Center's own cost accounting system has been accepted, and will be used in making the report.

Staffing of the Burgdorf Clinic will become the responsibility of Mt. Sinai Hospital, effective January 12, 1976.

In response to a question, Mr. Rich commented briefly on the progress of the search for a Vice President for Health Affairs.

17. Mr. Kozloski indicated that the Capitol Area Health Consortium had held no meeting since his last report to the Board, and he had no further report to make.
18. Mr. Rich, reporting for the Hospital Committee, observed that he could not be optimistic about the likelihood of lifting the present freeze on funds to complete the renovation program.

Accounts receivable are running at a level that is not out of line with experience in other area hospitals. A close watch is being maintained.

Preliminary drafts of the auditors' financial reports and management letter give a favorable picture of the financial situation.

The hospital census of 72.8 for the month of December is the highest to date. Except for restraints on staffing imposed from without, the hospital is prepared to open additional 20-bed units as they are required by increasing patient demand. Several indicators, including increased use of the out-patient clinics, suggest that demand will continue to grow fairly rapidly.

Acting on the motion of Mr. Rich, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following Hospital contract and authorized the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University:

- (1) Agreement with Waterbury Hospital
Amount: \$30,791.25 (payable to Waterbury Hospital)
Effective Dates: July 1, 1975 - June 30, 1976
Purpose: To provide educational training at the Health Center for Waterbury Hospital interns and residents.

Acting on the motion of Mr. Rich, seconded by Mr. Jacobs, THE BOARD VOTED to approve the list of medical staff applications. A copy of the list is attached to the file copy of the Board minutes.

19. Mr. Taylor, reporting for the Finance Committee, recommended a list of contracts and agreements for approval. He explained that items 6 through 9 relate to federal policy on geographical distribution of awards, and involve only federal money. On Mr. Taylor's motion, seconded by Mr. Nielsen, 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.

20. Mrs. Kronholm reported on a recent meeting of the Commission for Higher Education, and on news reports based on a television appearance of the Commission chairman stating that the CHE will recommend to the legislature the combining of all public two-year institutions, including the Branches of the University. Her concern at the latter inclusion, reflecting a lack of appreciation for the distinction between the Branches and institutions offering terminal two-year degrees, was shared by other members of the Board.
21. Chairman Tasker declared a recess for lunch at 12:45 p.m. Following a buffet luncheon in the Branch cafeteria, the meeting was reconvened at 1:40 p.m.
22. Members of the Board continued the discussion of how best to respond to outside initiatives affecting the University, such as the CHE proposal regarding the Branches. The relative advantages and disadvantages of public versus private response were commented upon.
23. Chairman Tasker, taking official note of the absence of Mr. Clark Bailey, Executive Secretary to the Board, asked that the sympathy of Board members on the loss of his mother be communicated to him.
24. Following a brief discussion of the report on awards and donations, in which it was observed that federal funding is reduced, on a motion by Mr. Taylor, seconded by Mr. Brown, THE BOARD VOTED to accept and/or approve the list of awards and donations. A copy is attached to the file copy of the Board minutes.
25. On a motion by Mr. Nielsen, seconded by Mr. Jacobs, 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, Assistant Vice Presidents Hanna and Rohrbach, Mr. Orr, Mr. Friedman, and Attorney Hill were in attendance. Following a five-minute recess, declared by the Chairman, the Board reconvened at 2:30 p.m. While in executive session, the Board took the following actions:
 - (A) On a motion by Mr. Taylor, seconded by Mrs. Kronholm, 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.

(B) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to accept the following resignations:

- (1) Benjamin Ciola, Associate Professor of Oral Radiology (VA Hospital), effective July 1, 1975. (5 yrs., 10 mos.)
- (2) Douglas E. Smith, Assistant Professor of Psychology, effective September 9, 1977. (7 yrs.)
- (3) Gay B. Smith, Assistant Professor of Dramatic Arts, effective September 9, 1976. (6 yrs.)

(C) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to approve the following appointments subject to clearance with the Commissioner of Finance and Control on certain positions:

- (1) Frederica A. Batchelor, B.A., University Educational Assistant I in University Libraries, \$11,850, effective December 19, 1975.
- (2) Phillip R. White, Ph.D., Assistant Professor of Mechanical Engineering, \$15,000, effective January 1, 1976.
- (3) Robert A. Whittles, B.S., University Educational Assistant I in the Registrar's Office, Division of Student Affairs and Services, \$14,650, effective December 22, 1975.

(D) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to approve the following leaves of absence:

- (1) Jean S. Aigner, Associate Professor of Biocultural Anthropology, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (2) George S. Campbell, Professor of Aerospace Engineering, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (3) George B. Coleman, Associate Professor of Social Work, sabbatic leave at half pay for the academic year 1976-77.
- (4) Albert S. Dreyer, Professor of Home Economics and Family Studies, sabbatic leave at full pay for the second semester of the academic year 1976-77.

- (5) Ida Dubins, Professor of Social Work, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (6) Jacob M. Duker, Professor of Marketing, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (7) Alan E. Gelfand, Associate Professor of Statistics, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (8) Dr. Peter Goldblatt, Associate Professor of Pathology, sabbatic leave at full pay for the first semester of the 1976-77 academic year.
- (9) William Groff, Associate Professor of Rural Sociology, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (10) J. David Hankins, Associate Professor of English, sabbatic leave at half pay for the academic year 1976-77.
- (11) David Heilweil, Professor of Dramatic Arts, sabbatic leave at full pay for the spring semester of the academic year 1976-77.
- (12) Robert G. Jensen, Professor of Nutritional Sciences, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (13) Sang-Nam Kim, Associate Professor of Pathobiology, sabbatic leave at half pay for the academic year 1976-77.
- (14) David M. Maker, Assistant Professor of Music, sabbatic leave at half pay for the academic year 1976-77.
- (15) Mahmoud A. Melehy, Professor of Electrical Engineering and Computer Science, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (16) Dr. Claude Onkelinx, Associate Professor of Oral Biology, sabbatic leave at half pay for the academic year 1976-77.

- (17) Pertti J. Pelto, Professor and Acting Head of Biocultural Anthropology, sabbatic leave at full pay for the second semester of the academic year 1976-77.
 - (18) Carlos Perez, Associate Professor of Romance and Classical Languages, sabbatic leave at full pay for the first semester of the academic year 1976-77.
 - (19) Michael Peszke, Associate Professor of Psychiatry, sabbatic leave at full pay for the period September 1, 1976 through February 28, 1977 and leave of absence without pay for the period March 1, 1977 through May 31, 1977.
 - (20) Donald W. Protheroe, Associate Professor and Department Head of Elementary Education, sabbatic leave at full pay for the first semester of the academic year 1976-77.
 - (21) Donald Shankweiler, Professor of Psychology, sabbatic leave at half pay for the academic year 1976-77.
 - (22) Giovanni Sinicropi, Professor of Romance and Classical Languages, sabbatic leave at full pay for the second semester of the academic year 1976-77.
 - (23) Frank A. Stone, Professor of Foundations and Curriculum, sabbatic leave at half pay for the academic year 1976-77.
 - (24) Nathalie S. Turner, Associate Professor of Social Work, sabbatic leave at half pay for the academic year 1976-77.
 - (25) John E. Williams, Associate Professor of Mechanical Engineering, sabbatic leave at half pay for the academic year 1976-77.
- (E) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to approve the following changes in title, promotions, and salary changes:
- (1) Kenneth P. Hadden, Assistant Professor of Rural Sociology, joint appointment in the Department of Sociology for the 1976-77 academic year, with home base remaining in the Department of Agricultural Economics and Rural Sociology.

- (2) Bruce L. Hood, from Professor of Education in the Department of Foundations and Curriculum to Acting Head and Professor in the Department of Foundations and Curriculum for the spring semester of the 1976-77 academic year.
 - (3) Howard A. Rosencranz, Professor of Home Economics and Family Studies, joint appointment in the Department of Sociology for the 1976-77 academic year with home base remaining in the School of Home Economics and Family Studies.
 - (4) Thomas Steahr, Associate Professor of Rural Sociology, joint appointment in the Department of Sociology for the 1976-77 academic year with home base remaining in the Department of Agricultural Economics and Rural Sociology.
- (F) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to accept the following retirement:
- (1) Leonard Peters, Professor of English, effective October 1, 1976, with special leave at full pay from September 10, 1976 through September 30, 1976. 21 years of service.
- (G) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to accept the following hospital resignation:
- (1) Susan Maxwell, University Professional Class VII in the Department of Laboratory Medicine, effective December 18, 1975. (5 yrs., 3 mos.)
- (H) On a motion by Mr. Taylor, seconded by Ms. Micocci, THE BOARD VOTED to approve the following hospital appointments subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) William Davis, University Professional Class IV in the Department of Respiratory Therapy, \$16,000, effective January 12, 1976.
 - (2) Antoinette Wilkinson, M.S., University Hospital Nurse IV in the Department of Psychiatry (CRMHC), \$16,000, effective January 12, 1976.

(I) The Board heard a brief report from Attorney Hill regarding a proposal of terms for settling a personnel matter now in litigation, and recent developments in the area of collective bargaining.

26. No further business appearing, the meeting was adjourned at 2:45 p.m.

Respectfully submitted,

Carl W. Nielsen
Secretary