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

Held at the Health Center, Farmington

June 13, 1975

The meeting was called to order at 9:38 a.m. by Chairman Gordon W. Tasker. Trustees present were: Mrs. Jorgensen and Messrs. Carlson, Kleban, Kozloski, McCormick, Rich, Tasker, and Taylor. Mrs. Kronholm and Messrs. Brown, Nielsen, Stroh, and Wilber joined the group at later times.

Trustees absent were: Governor Grasso and Mr. Shedd.

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

Actions taken were by unanimous vote except as otherwise noted.

1. Chairman Tasker acknowledged the presence of Mr. Lawrence Connell, Jr., Commissioner of Banking, who was attending as a representative of Governor Grasso. Mr. Tasker also noted that this June meeting marked the completion of Mrs. Kronholm's term of appointment as a Trustee and Mr. McCormick's current term of appointment as an Alumni Trustee.
2. Acting on the recommendation of the Building Names Committee, on a motion by Mr. McCormick, seconded by Mr. Carlson, THE BOARD VOTED to approve the naming of the Conference Room of the Edward H. Kirschbaum Building at the Waterbury Branch in honor of Margaret Kilmartin Barnes who retired as Librarian at the Branch after twenty-six years of service with the University.

3. On a motion by Mr. Taylor, seconded by Mr. Kozloski, THE BOARD VOTED to approve the recommendation of the E. O. Smith School Board of Representatives that one teaching position in the School's Home Economics Department be terminated effective in September 1976.

As an additional item relating to the E. O. Smith School Board of Representatives, a resolution inquiring about the feasibility of the acquisition of excess property and supplies by the Towns of Ashford and Mansfield and the administration's response was brought to the attention of the Board of Trustees.

4. On a motion by Mrs. Jorgensen, seconded by Mr. McCormick, THE BOARD VOTED to approve the appointment of Mr. Warren E. Thrall of Windsor to the Connecticut Agricultural Experiment Station Board of Control for the three-year term, July 1, 1975 - July 1, 1978. It was noted that Mr. Thrall has served as the Board's appointee since July 1, 1969.
5. Mr. Kleban, reporting on behalf of the University Hospital/Health Center Committee, called attention to the attachment material previously distributed relating to the steady progress towards the completion of the Hospital modifications.

Mr. Kleban informed the Board that the Report of the Committee chaired by Dr. T. Stewart Hamilton on the administrative organization of the Health Center has been delivered to the President and that as Chairman of the Hospital/Health Center Committee he had received a copy of the Report. The Report will be discussed at the meeting of the Health Center Committee on June 25 and will be a matter for review by the Board at its July meeting.

6. Mr. Kozloski, reporting on the recent meeting of the Consortium Board, stated that it was agreed that capital budget requests from each of the hospitals, excluding the University and Institute of Living, would be reviewed by the Council and subsequently presented to the Consortium Board.

A bylaw change was approved making possible the inclusion of the Veterans Administration in the Consortium. It involved a word change from "assessment" to "financial contribution" to meet Federal Government specifications.

A committee report was approved recommending that no new hospital be admitted to the Consortium other than the Newington Veterans Administration Hospital and that cooperative relationships with the other Health Service Area Hospitals will be handled by New Britain General Hospital for the valley hospitals and Manchester Memorial Hospital for the hospitals east of the Connecticut River.

There was considerable discussion of the potential mal-practice insurance problem facing hospitals and physicians.

7. Chairman Tasker called attention to a communication from former Trustee Merlin Bishop thanking the members of the Board for their thoughtful expressions with regard to his services as a Trustee.
8. Following a brief discussion of the comparative data in this month's report on awards and donations, 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 will be attached to the file copy of the Board minutes.
9. Mr. Taylor, reporting for the Finance Committee, indicated that the Committee had reviewed all of the various proposed contracts as distributed at this time. Acting on Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the list of contracts and agreements and authorized the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University. A copy will be attached to the file copy of the Board minutes.
10. Mrs. Jorgensen, reporting on the recent meeting of the Commission for Higher Education, stated that Sister Mary Theodore has retired as a member of the Commission. She has served since 1965 and was a member of the Study Committee whose report resulted in the establishment of the Commission for Higher Education.

Governor Grasso has appointed Mr. Gonzalas to replace Mr. Sykes, who has resigned, and the Governor has also reappointed Chairman McGannon and Miss Anne Hogan to eight-year terms.

The Commission has received the completed reports from the two Resource Groups on Proprietary Schools and on Facilities for the Handicapped. In this connection it was agreed that time would be set aside at the July meeting of the Board of Trustees to review these reports.

Mrs. Jorgensen, reminding the Trustees of the informal Board meeting with the Commission next week, urged the Trustees to attend this special session.
11. While awaiting the arrival of Mrs. Kronholm, Chairman of the Academic Affairs Committee, Mr. Tasker called the Trustees' attention to the Committee's Report on Planning, Program Review and the Budget which had been distributed to all Trustees. A copy of the report is attached as an item of record - Exhibit A. President Ferguson commented on the administration's

program review process noting how considerations had dovetailed with cost savings actions during the fiscal years 1974-75 and 1975-76. Additional cost savings can be realized if proposed organizational changes recommended by the Academic Affairs Committee are approved by the Board.

Mr. Rich pointed out that in responding to the imposition of a very restrictive budget it appeared that opting for less diversity in programs had been chosen as the Board's broad policy guideline and basic premise. If alternatives are to be considered by the Board, these alternatives should be clearly defined. Chairman Tasker reminded the Trustees of the steps taken by the administration over the past four months and that the presentations at this time reflected previous discussions, understandings and agreement with the procedures to be followed.

Mr. Brown, speaking of his concern in dealing with the financial constraints for 1975-76, was reassured by the President that all commitments, including financial aid commitments, would be honored for the next 13 months but program and priority judgments must be exercised for the future.

Mr. Carlson, after commenting on the administration's excellent efforts in self-analysis, moved the Academic Affairs Committee's recommendation - The Board approves the following organizational changes:

- (1) Combine the Departments of Clothing, Textiles, and Interior Design, Child Development and Family Relations, and Family Economics and Management into a non-departmental school, retaining all degree programs and undergraduate majors, and rename the non-departmental School of Home Economics the School of Family Studies.
- (2) Merge the Department of Foods and Nutrition now in the School of Home Economics with the Department of Nutritional Sciences in the College of Agriculture and Natural Resources.
- (3) Transfer the Gerontology section of the Department of Rural Sociology from the College of Agriculture and Natural Resources to the School of Home Economics.
- (4) Merge the rest of the Department of Rural Sociology with the Department of Agricultural Economics, and rename the merged department Agricultural Economics and Rural Sociology. (All teaching by Rural Sociology staff will be done through the Department of Sociology, College of Liberal Arts and Sciences.)

Mr. Nielsen seconded Mr. Carlson's motion.

Mrs. Jorgensen, referring to Item #1 above, moved the amendment that the last section of the sentence be changed to read - "and renamed the School of Home Economics and Family Studies." Mr. Nielsen seconded Mrs. Jorgensen's proposed amendment. After further discussion, THE BOARD VOTED to approve the amendment. Acting on the original motion as amended, THE BOARD VOTED to approve the following:

- (1) Combine the Departments of Clothing, Textiles, and Interior Design, Child Development and Family Relations, and Family Economics and Management into a non-departmental school, retaining all degree programs and undergraduate majors, and rename the non-departmental School of Home Economics the School of Home Economics and Family Studies.
- (2) Merge the Department of Foods and Nutrition now in the School of Home Economics with the the Department of Nutritional Sciences in the College of Agriculture and Natural Resources.
- (3) Transfer the Gerontology section of the Department of Rural Sociology from the College of Agriculture and Natural Resources to the School of Home Economics and Family Studies.
- (4) Merge the rest of the Department of Rural Sociology with the Department of Agricultural Economics, and rename the merged department Agricultural Economics and Rural Sociology. (All teaching by Rural Sociology staff will be done through the Department of Sociology, College of Liberal Arts and Sciences.)

12. Mr. Carlson called the Trustees' attention to the administration's request to grant generic authority to the administration to merge and/or realign institutes and other non-degree programs. Following a discussion of the Academic Affairs Committee's recommendation on this matter, on Mr. Carlson's motion, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the following:

The Board authorizes the Administration to make such organizational changes in University structure as do not affect degree programs or majors, and report these matters to the Board. All actions involving the degree programs and the structure of schools and colleges will continue to be brought to the Board for approval.

Mrs. Jorgensen abstained from voting on the above action. At a later point in time it was agreed that the Board's action would also be treated as a bylaw recommendation and returned to the Board at a subsequent meeting.

13. Mr. Taylor, reporting on Finance Committee considerations of the University's 1976-77 budget proposal, described the recommendation as a "preservation budget" - an attempt to preserve the Legacy of the University in terms of the accomplishments and level of excellence achieved at the University.

The total budget request of \$86,424,000 represents an increase of less than a \$1 million over the budget requested last year or a budget of 1.1% over last year. The total for new programs amounts to \$738,000 or approximately 1% of the proposed budget. Mr. Taylor noted that \$25 million was eliminated by the administration before bringing the budget material to the Finance Committee. At the Finance Committee meeting, the Committee cut further by eliminating 8 of 16 proposed new programs for a total reduction of \$431,000. Mr. Taylor added that any further reductions would mean drastic program and quality changes in the institution. Areas that could be reassessed would include branch programs, non-income producing athletics, reduced enrollment, class sizes, teaching loads, public service programs and traditional graduate programs.

Mr. Taylor explained in detail the rationale for the inclusion of the various components that were considered by the members of the Finance Committee prior to reaching unanimous agreement to recommend the \$86.4 million budget proposal to the full Board.

During the discussion Mr. Carlson spoke of the lack of data on enrollments and staffing members as comparative information to assist Trustees in their evaluation of the budget request. Mr. Kleban stated that he would be interested in an analysis of the situation as to what would happen if enrollments were increased and how that might affect the revenue side of the equation. Mr. Kleban also expressed his personal interest in a detailed analysis of what can be done to make the Branches more attractive to the students and how it would affect revenue. Mr. Taylor urged the Trustees to forward their suggestions on improving the budget presentation to Mr. Hartley so that the benefits of their ideas may be incorporated in future presentations.

Noting that the proposed budget request had been cut to the bone and reflects the preservation policy of the Board, on a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to approve the University's consolidated budget request of \$86,424,000 with the understanding that incremental costs recently granted by the Legislature are to be annualized for 1976-77 and added to the amount of this approved budget. (A copy of the approved budget request will be attached to the file copy of the Board minutes.)

Mr. Brown, referring to the expressions of reservation by some of the Trustees in voting on a budget, noted that the Board takes on an unusual amount of responsibility in the budget act and that perhaps some thought might be given in the future to some type of committee on internal structure that would offer some recommendations relating to the real responsibilities involved.

14. Acting on the recommendation and motion by Mrs. Kronholm, seconded by Mr. Nielsen, THE BOARD VOTED to receive the proposed Statement of Mission previously submitted by the Academic Affairs Committee. A copy of the proposed Mission Statement is attached - Exhibit B.

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

15. On a motion by Mr. McCormick, seconded by Mr. Kleban, THE BOARD VOTED to go into executive session. While in executive session, the Board took the following actions:

(A) On the motion by Mr. Kleban, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the following appointments at the Health Center at salary levels above the old salary scale maxima:

- (1) Pierluigi E. Bigazzi, M.D., Associate Professor of Pathology, \$36,000, effective July 1, 1975.
- (2) James Bozzuto, M.D., Director of Outpatient Clinical Services for Capitol Region Mental Health Center, \$29,000, effective July 7, 1975 to July 6, 1976.
- (3) D. Beatty Crawford, M.D., Assistant Professor of Radiology, \$34,000, effective July 1, 1975.
- (4) Larry J. Peterson, D.D.S., M.S., Associate Professor of Oral Maxillofacial Surgery, \$37,000, effective September 1, 1975.

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

(B) The Trustees discussed at great length the University's salary situation and the realization that the University is no longer competitive with peer institutions in an increasing number of fields.

As a policy matter concerned with the advantages and mechanisms of retaining faculty members who are considered to be outstanding, President Ferguson asked that within budgetary restraints the administration

be authorized to seek or support scarce talent in whatever way possible consistent with an internal policy that applies the same criteria to Storrs and the Health Center and is consistent with State of Connecticut guidelines. After further discussion of the policy proposal, on a motion by Mr. Stroh, seconded by Mr. Nielsen, THE BOARD VOTED to give the President flexibility in adjusting faculty salaries in order to retain key people with the understanding that the necessary salary adjustments will be reported to the Board at a later time.

Mr. Carlson and Mr. Taylor voted in opposition to this action.

- (C) On a motion by Mrs. Jorgensen, 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 to be signed by the Secretary of the Board of Trustees.
- (D) On a motion by Mr. Nielsen, seconded by Mr. Rich, THE BOARD VOTED to accept the following resignations:
- (1) Nancy Bolzoni, Instructor in the School of Nursing, effective August 31, 1975. (3 yrs. service)
 - (2) Sharon L. Hinton, Secondary School Teacher I in the Department of Business Education in the E. O. Smith School, effective August 31, 1975. (1 yr., 9 mos. service)
 - (3) Loralee Huston, University Educational Assistant I in the Department of Student Financial Aid, effective July 31, 1975. (11 mos. service)
 - (4) Claude D. Johnson, Associate Professor in the Department of Civil Engineering, effective September 9, 1975. (9 yrs. service)
 - (5) Peter T. Laseau, Instructor in the Department of Mathematics (Hartford Branch), effective September 9, 1976. (6 yrs. service)
 - (6) George Lewis, M.D., Associate Professor in the Department of Medicine, effective June 30, 1975. (6 yrs., 3 mos. service)

- (7) Kurt M. Marshek, Assistant Professor in the Department of Mechanical Engineering, effective September 9, 1975. (4 yrs. service)
 - (8) Diane M. Paladino, University Educational Assistant I in the Department of Anatomy, effective June 23, 1975. (3 yrs., 4 mos. service)
 - (9) Daniel Pool, Assistant Professor in the Department of Political Science, (Stamford Branch), effective August 31, 1975. (1 yr. service)
 - (10) Nancy Quinby, University Hospital Nurse IV, in the Medicine Clinic, effective May 9, 1975. (5 yrs., 11 mos. service)
 - (11) Anita Silberberg, Instructor in the School of Nursing, effective August 31, 1975. (3 yrs. service)
 - (12) C. V. Sundar-Raj, Research Assistant III in the Department of Anatomy, effective June 19, 1975. (3 yrs., 5 mos. service)
- (E) On a motion by Mr. Nielsen, seconded by Mr. Rich, THE BOARD VOTED to approve the following appointments, subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) Carol P. Anderson, Ph.D., Assistant Professor in the Department of Chemistry (Southeastern Branch), \$11,560, effective September 1, 1975.
 - (2) Ralph D. Arcari, M.S., M.A., University Assistant Librarian in the Health Center Library, \$17,700, effective July 1, 1975.
 - (3) Randall C. Baselt, Ph.D., Assistant Professor (Medical Examiner's Office) in the Department of Laboratory Medicine, Non-pay, effective July 1, 1975.
 - (4) George N. Bowers, M.D., Professor (Hartford Hospital) in the Department of Laboratory Medicine, Non-pay, effective January 1, 1975.
 - (5) Dewees Brown, M.D., Assistant Professor (Middlesex Memorial Hospital) in the Department of Community Medicine and Health Care, Non-pay, effective July 1, 1975.

- (6) Ethan Colton, III, M.D., Associate Professor and Head of the Department of Anesthesiology, \$43,992, effective July 1, 1975. (Change from 30% time to 100% time)
- (7) Deirdre G. Davis, B.A., University Secondary School Teacher II (Art), \$10,120, effective September 1, 1975.
- (8) James H. Fuller, Ph.D., Assistant Professor in the Biological Sciences Group, \$15,500, effective September 1, 1975.
- (9) Michael Galonska, B.S., Research Associate I (Assistant Professor), CREUES, \$13,160, effective May 11, 1975.
- (10) Jerrold W. Goodman, Ph.D., Assistant Professor (Mt. Sinai Hospital) in the Department of Pediatrics, Non-pay, effective May 1, 1975.
- (11) Richard Steven Kay, J.D., Assistant Professor of Law, \$16,000, effective September 1, 1974.
- (12) Janet L. Kneeland, B.A., University Educational Assistant I in the Department of Anatomy, \$10,170, effective July 1, 1975.
- (13) Barry Kreiling, B.B.A., Assistant Director (Radiation Safety Officer) in the Office of Research Development, \$18,130, effective May 8, 1975.
- (14) Robert Alan Lapkin, M.D., Assistant Professor (New Britain General Hospital) in the Department of Medicine, Non-pay, effective July 1, 1975.
- (15) Douglas J. Macko, D.M.D., Assistant Professor in the Department of Pediatric Dentistry, \$25,500, effective July 1, 1975.
- (16) Peter C. Moody, M.D., Assistant Professor (New Britain General Hospital) in the Department of Medicine, Non-pay, effective July 1, 1975.
- (17) Jeffrey David Neill, M.D., Assistant Professor (New Britain General Hospital) in the Department of Medicine, Non-pay, effective July 1, 1975.

- (18) Klaus Nuki, Ph.D., Professor in the Department of Periodontics and Director of Graduate Dental Education, \$39,500, effective June 16, 1975.
- (19) Milton J. Sands, Jr., M.D., Assistant Professor (New Britain General Hospital) in the Department of Medicine, Non-pay, effective July 1, 1975.
- (20) Christopher J. Wakem, M.B., Ch.B., Assistant Professor (New Britain General Hospital) in the Department of Medicine, Non-pay, effective July 1, 1975.

Hospital Appointment:

- (1) Alice Fay Farquhar, M.S.N., University Hospital Nurse IV in the Department of Obstetrics/GYN, \$16,000, effective June 17, 1975.
- (F) On a motion by Mr. Nielsen, seconded by Mr. Rich, THE BOARD VOTED to approve the following leaves of absence:
- (1) Leonid V. Azaroff, Director of the Institute of Materials Science, special leave with pay for the period July 27 through August 25, 1975.
 - (2) Cassandra Campbell, Associate Home Demonstration Agent, leave without pay for the period February 6 through May 15, 1975.
 - (3) Elna Daniels, Professor, Institution Management Foods, Acting Head, Foods and Nutrition, sick leave at full pay for the period April 7 through April 25, 1975.
 - (4) Jane Drake, University Hospital Nurse I, leave without pay for the period June 24 through August 24, 1975.
 - (5) Joan Geetter, Acting Director, Women's Studies Program and Assistant Professor of English, special leave with pay for the period May 19 through June 27, 1975.
 - (6) George R. Irwin, University Educational Assistant I in the Student Financial Aid Office, special leave with pay from May 19 through May 30, 1975.
 - (7) Mary E. Jacobson, Extension Agent, New Haven County, sabbatic leave from July 1, 1975 through December 31, 1975 at full pay, a change to July 18, 1975 through January 18, 1976 at full pay.

- (8) Eleanore B. Luckey, Professor of Child Development and Family Relations, leave without pay, a change in beginning date from September 1, 1974 to September 10, 1974 through April 30, 1975.
 - (9) Arland Meade, Associate Professor and Department Head of Agricultural Publications, sabbatic leave at full pay for the period January 15, 1976 through June 15, 1976.
 - (10) Kenneth Ring, Professor of Psychology, sabbatic leave at full pay for the first semester of the academic year 1975-76.
 - (11) T. G. Roupas, Instructor of Philosophy, leave without pay for the academic year 1975-76.
 - (12) Chauncy N. Rucker, Associate Professor of Education Psychology, sabbatic leave at full pay for the first semester of the academic year 1975-76.
 - (13) Victor E. Scottron, Professor of Civil Engineering, special leave with pay for the period May 19 through June 9, 1975.
 - (14) Harvey H. Shore, Associate Professor of Industrial Administration, cancellation of leave without pay for the 1975-76 academic year.
 - (15) Herbert Weil, Associate Professor of English, A change in sabbatic leave at full pay for the first semester 1975-76 and a leave without pay for the second semester 1975-76 to a sabbatic leave at half pay for the 1975-76 academic year.
 - (16) Joseph F. Zygmunt, Associate Professor of Sociology, sabbatic leave at full pay for the first semester of the academic year 1975-76.
- (G) On a motion by Mr. Nielsen, seconded by Mr. Rich, THE BOARD VOTED to approve the following changes in title, promotions and salary increases:
- (1) Susan Alia, from University Hospital Nurse I in the Operating Room to University Hospital Nurse II in the Operating Room, Health Center, effective June 16, 1975. (From \$11,400 to \$11,770)

- (2) Everett S. Bryant, from Associate Professor in the Department of Pathobiology to Associate Professor and Acting Head of the Department of Pathobiology, effective immediately.
 - (3) Stephen Kaplowitt, from Associate Professor in the Department of Germanic and Slavic Languages to Associate Professor and Acting Head of the Department of Germanic and Slavic Languages, effective for the fall semester of the academic year 1975-76.
 - (4) Julius Kocsondy, from Director of Occupational Therapy (UEA I) in Mental Health Center to University Hospital Professional Class V in Psychiatry, effective May 1, 1975.
 - (5) Michael E. Marcotte, Assistant Professor of Orthodontics, salary increase from \$27,040 to \$30,040, effective July 1, 1975.
 - (6) Robert D. McDowell, from Professor of Wildlife Ecology to Professor of Wildlife Ecology and Acting Head, Department of Natural Resource Conservation, effective immediately.
 - (7) George Mumford, from Professor in the Department of General Dentistry to Professor and Acting Head of the Department of Restorative Dentistry, effective July 1, 1975.
 - (8) Terri Murphy, from University Hospital Nurse I to University Hospital Nurse II in the Oral Surgery Clinic, effective July 1, 1975. (From \$11,823 to \$12,500)
- (H) On a motion by Mr. Nielsen, seconded by Mr. Rich, THE BOARD VOTED to accept the following retirements:
- (1) Kenneth Hall, University Director in the Public Safety Division, effective June 1, 1975. 5 years, 8 months service.
 - (2) David A. Ivry, Acting Director of Academic Planning, effective April 1, 1976. More than 28 years service.

16. No further business appearing, the meeting was adjourned at 4:16 p.m.

Respectfully submitted,

Carl W. Nielsen
Secretary