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Minutes, March 12, 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

March 12, 1976

The meeting was called to order at 9:35 a.m. by Chairman Gordon W. Tasker. Trustees present were Mesdames Briscoe and Jorgensen, Ms. Micocci and Messrs. Brown, Cunningham, Jacobs, Kleban, Nielsen, Rich, Tasker, and Wiggins. Messrs. Shedd and Taylor joined the group shortly after the meeting had started. Mrs. Kronholm and Mr. Carlson joined the meeting at later points in time. Also present was Commissioner of Public Works, Robert A. Weinerman.

Trustees absent were: Governor Grasso and Messrs. Kozloski, Stroh, and Wilber.

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. Chairman Tasker expressed the pleasure of the Board in noting the presence of Commissioner Weinerman who was attending the meeting as the representative of Governor Grasso.
2. After amending the minutes of the last meeting to note the favorable remarks of the Joint Commission on Accreditation of Hospitals upon awarding the two-year accreditation of John Dempsey Hospital, on a motion by Mr. Kleban, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve the minutes of the meeting of February 13, 1976 as amended.
3. President Ferguson called upon Vice President Hartley to summarize the University's overall budget and the implication of the Governor's recommended budget on the Health Center.

Mr. Hartley distributed copies of a memorandum (copy attached) summarizing the impact of planned savings at the Health Center on current General Fund expenditure plans and the implications of the recommended budget for 1976-77.

Vice President Hartley also commented in some detail on the following notes concerning the Health Center budget:

(1) Consolidated Budget (General Fund only)

	75-76 Actual <u>Expenditures</u>	76-77 Governor <u>Recommended</u>	76-77 Trustees <u>Requested</u>
Health Center	\$18,328,388	\$18,822,000	\$23,576,000
University	<u>50,568,878</u>	<u>50,643,345</u>	<u>63,818,867</u>
	\$68,897,266	\$69,465,345	\$87,394,867

(2) Overall Budget (All Funds) for Health Center, approx., 1975-76

State General Fund	=	\$18 million
Hospital & Clinic Charges	=	10 m.
External Research Grants	=	10 m.
		<u>\$38 million</u>

(3) Student Enrollment (total of 433 in 1975-76)

	<u>Dental</u>	<u>Medical</u>	
1st year	30	61	
2nd year	35	66	
3rd year	48	65	
4th year	<u>48</u>	<u>80</u>	
	161 +	272	= 433

(plus medical and dental interns and residents, Ph.D. candidates and fellows, for a grand total of 728)

(4) Annual Cost of Educating a Student

Medical Student	=	\$14,500
Dental Student	=	21,300

(dental students cost more because of clinical teaching programs)

(5) Dempsey Hospital Budget for 1976-77

Total requested = \$14,250,000
including a General Fund Subsidy of \$1.5 million (12%)

(6) Awards and Donations

For 1974-75, the actual total was \$8.4 million, of which 1/2 was awarded in March, April, May, and June.

(7) Major Funds

<u>(Descriptive Titles)</u>	<u>University</u>	<u>Health Center</u>
State General Fund	0	0
Research Foundation Fund	5.171	5.172
Auxiliary Services Fund	6.4	6.6
Hospital	-	6.5

During the discussion of the Health Center funding data, it was noted that if objectives are met the percentage of subsidization by the State would approximate 33%, whereas for the rest of the University it is projected at a 50% level.

4. President Ferguson informed the Board that the Alumni Association had approved the presentation of the first Albert N. Jorgensen Award to the late Paul N. Taylor. Mr. Taylor was Chairman of the Athletic Advisory Committee at the time he died in April of 1974.

The Alumni Association Board of Directors also voted an additional \$35,000 for the Alumni-Endowed Scholarship Fund bringing the total to \$100,000. In other action, the Alumni Board voted to allocate monies for five athletic scholarships up to a total of \$15,000.

5. Vice President Wilson, reminded the Trustees of the University Senate Faculty Standards Committee Report of a year ago regarding a study of career patterns and professional responsibility as applied to the professional staff. One of the recommendations suggested the establishment of a new rank to which an individual outstanding in scholarship and teaching could be appointed; this rank would denote an honor bestowed upon the individual and would carry with it an appropriate sum in addition to regular salary.

As a follow-up to that report, Mrs. Jorgensen, a member of the Alumni Board of Directors, had successfully proposed that the Alumni Association financially support the following:

"That the University of Connecticut Alumni Association endow a professorial chair, to be called the Distinguished Alumni Professor, such an appointment to be made upon nomination by the President of The University of Connecticut once every three years; that such chair carry with it an award of \$3000 per year; that the Alumni Association budget in its annual budget such a sum as a continuing responsibility."

On a motion by Mr. Kleban, seconded by Mrs. Briscoe, THE BOARD VOTED to approve the Alumni proposal and further to record its appreciation to Trustee Jorgensen for her supportive and dual role in encouraging outstanding professors to remain at the University.

6. Referring to legislation, President Ferguson called the Trustees' attention to updating material distributed at this meeting regarding the status of the principal bills of interest to the University.

All appropriation hearings have been completed and the Chairman of the Subcommittee will be submitting a proposal to the full Appropriations Committee to increase the budget of the University, excluding the Health Center, by approximately \$3 million beyond the amount approved by the Executive Branch. This increase will reflect \$1.8 million for personal services which will restore 75 classified and 75 professional employees to the University. In addition, there is \$1.1 million in the proposal related to essential equipment.

The President anticipates that there will be an increase in tuition in public higher education as a result of the efforts of the General Assembly this spring. He observed that an increase in tuition, in any amount, will necessitate additional financial aid monies or waivers.

Chairman Tasker, referring to a proposed bill calling for a Blue Ribbon Commission to consider the restructuring of higher education, observed that the initial and real question is "what is the State's obligation to higher education?" On this point, Mr. Brown recommended that the Board formalize its position and adopt a resolution with respect to the restructuring of higher education. It was suggested that Vice President Wilson draft a statement for consideration at a later time in this meeting.

7. President Ferguson informed the Trustees that the program review process is continuing. The mission statement, previously endorsed by the Board, is now being applied to the schools and departments within the University. The administration is moving quickly with the development of a physical plan, making certain that the plan is dovetailing the academic planning with available financial resources.

Members of the Board, referring to the rapidly approaching annual dateline for budget consideration, reminded Vice President Hartley of the nature of the budgetary approaches to be presented to the Board this year.

8. Upon noting the successful endeavors of the basketball team, Mrs. Jorgensen presented the following resolution:

Whereas,

The members of the University of Connecticut basketball team have brought honor to the University, to their coach and to themselves by their winning performances in the ECAC basketball tournament; and

Whereas,

Coach Dee Rowe has proved by performance that devotion, dedication and enthusiasm bring winning rewards; and

Whereas,

The Board of Trustees of the University of Connecticut enjoys basking in the rays of success so generated, however fleetingly;

Be it resolved,

That the Board of Trustees congratulate the University basketball team and Coach Rowe on their victories and each member thereof agrees hereby to keep their fingers crossed and their thoughts kindly during the hours of 2:15 p.m. and 5:00 p.m. on Saturday, March 13, 1976.

Acting on Mrs. Jorgensen's motion, seconded by Mr. Taylor, THE BOARD VOTED to approve the above resolution. The action was immediately forwarded to Mr. Toner, Director of Athletics.

9. President Ferguson informed the Trustees that Dr. Alexander Heard, Chancellor of Vanderbilt University and Chairman of the Ford Foundation, has agreed to be Commencement speaker at the undergraduate exercises on Sunday, May 16th.
10. Mrs. Jorgensen, reporting for the Institutional Policy Committee, recommended the adoption of the tabled By-Law amendments pertaining to Article X.K.6., Disciplinary Procedures as presented in the agenda material. Acting on Mrs. Jorgensen's motion, seconded by Mrs. Briscoe, THE BOARD VOTED to approve the following:

ARTICLE X.K.6.

Faculty Dismissal Procedures

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

*All references to days are to calendar days.

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 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, and for the expense of any witness provided for the individual by the University.
- (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. Expeditious completion of these procedures is in the best interests of all parties concerned. The time limits specified are maxima. The Committee of Three may, upon request, extend, for cause, any of the foregoing time limits.

Mr. Taylor registered in opposition to the action.

11. Mr. Rich, reporting as Chairman of the Health Affairs Committee, noted that the minutes of the meeting held on March 2nd were circulated to all Trustees. He called attention to the separation of the Health Affairs and Hospital Committee meetings, noting that Health Affairs Committee meetings will be held on the last Tuesday of each month and that Hospital Committee meetings will be held on the first Tuesday of each month. He reminded the group that all Board members are welcome to attend the Committee meetings.

Copies of the annual program cost study as required by Public Act 75-336 were also mailed to all Trustees as an item of information. Mr. Rich urged perusal of this cost data.

A proposal has been submitted to the Capitol Area Health Consortium requesting Consortium Hospitals to work with the School of Allied Health Professions in the development of clinical programs.

Mr. Rich, reminding the Trustees of the Hamilton Report recommendation that all the Health Professions be located at Farmington, noted that two study committees have been meeting on a regular basis and plan to submit their reports at the June meeting.

In response to Mr. Rich's request, Dr. Massey reported on the latest meeting of the Blue Ribbon Commission. The subject of discussion was the matter of primary care focusing attention particularly on family medicine. The new programs in family medicine were discussed and members of the Academy of Family Medicine present at the meeting were most supportive of the program offered by the School of Medicine.

Dr. Massey also reported that the deadline for the report by the Blue Ribbon Commission has been extended from March, 1976 to January, 1977.

12. Acting on Mr. Rich's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the affiliation agreement between the School of Medicine and Hebrew Home for the Aged.
13. Mr. Tasker noted that the Capitol Area Health Consortium Board had not held a meeting since the time of Mr. Kozloski's last report to the Trustees.
14. Mr. Tasker, returning to the Trustees' earlier discussions concerning the Board of Trustees' position with respect to restructuring of higher education, asked the Trustees to consider the following:

Resolved: It is the sense of the Board of Trustees of the University of Connecticut that prior to embarking on any restructuring of the system of public higher education, the General Assembly should first address itself to defining the State's responsibility for providing the various kinds and levels of higher education to its citizens, and at what cost to those enrolled.

On a motion by Mr. Nielsen, seconded by Mr. Jacobs, THE BOARD VOTED to adopt the above resolution. During the discussion, it was agreed that attention would be called to the fact that two years ago the legislature did adopt the goals for higher education in the State as stated in the Master Plan. The Chairman also stated that this resolution and the Board's willingness to comment further would be communicated to the appropriate parties in the legislature.

15. Mr. Rich, reporting as Chairman of the Health Affairs - Hospital Committee, reminded the members of the Board of their dual role - Trustees of the John Dempsey Hospital.

At the last Committee meeting, it was reported that accounts receivable for the Hospital on January 31, 1976 amounted to \$1,889,150. This represents a drop of \$23,000 in accounts receivable during the month of January. The uncollectible rate at the Dempsey Hospital is approximately 6% as opposed to the 14% experience at McCook Hospital.

The clinical statement reflects problem areas of continuing concern to the Trustees. Among the problem areas was a greater than anticipated deficit in January Hospital operations and in the Burgdorf Clinic and the less than expected surplus in Medical Group Practice. Part of the Hospital deficit was the result of absorbing the increase of \$100,000 in the malpractice premium.

The Hospital's average daily census in January was 72.2 which was less than had been projected; the census for February was 76.4, plus one new born per day. These figures are well below a break even point. The opening of an alcohol unit is expected to generate a daily census of 90 soon after April 1. A self-supporting operation requires a daily census of 180 and it is anticipated that this level will be reached in 1978. The Burgdorf Clinic is being monitored and the status will be reevaluated by June 30th.

Non-State funds are being used to renovate one Dental Clinic in anticipation of increased class size next fall. The work is being done by Health Center personnel.

Discussions during the Joint Conference Committee meeting centered on the Hospital's census and housekeeping problems in the Health Center. There was a report presented on the pediatric programs and the neonatal care unit.

16. Mr. Rich, reminding the Trustees of the tabled revision to Hospital Bylaw Article V, Section 1 c, moved that the Board approve the following:

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.

Mr. Nielsen seconded Mr. Rich's motion and THE BOARD VOTED to approve the above.

17. Mr. Rich called attention to the proposed list of Medical and Dental Staff appointments recommended in accordance with the Hospital Bylaws. On Mr. Rich's motion, seconded by Mr. Nielsen, 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.
18. Acting on Mr. Rich's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the list of contracts and agreements and authorized the President, Vice Presidents of Assistant Vice Presidents to sign the necessary documents on behalf of the University. A copy of approved contracts and agreements is attached to the file copy of the Board minutes.
19. Mr. Taylor, reporting as Chairman of the Budget and Finance Committee, briefly reviewed the Committee's consideration of the following informational items:

- (1) The Yankee Conference football trip to Europe next June with all expenses paid. The actual contract will come before the Board next month.
- (2) The endowment fund was considered at some length. Additional reports will be received and the Committee will be coming to the Board in the near future with a recommendation calling for specific action by the Board.

- (3) The relocation of the Storrs Post Office to a site opposite the Storrs Grammar School on Route 195 will require water and sewage services from the University. The Board may expect to hear further.
- (4) The Ad Hoc Committee on the Dining Halls, under Dr. Adams direction, is moving along with great efficiency in the effort to put the Commons Dining Hall and the Snack Bar on a paying basis.

20. Mr. Taylor, on behalf of the Budget and Finance Committee, recommended Board approval of the proposed list of sixteen contracts and agreements.

He called attention to #9, specifically, because it was a large contract totalling \$1.69 million. Mr. Taylor noted that it reflects an expansion of a previous program with the State's Social Service Agency. It offers an exciting opportunity to provide additional service to the communities and people in the social service fields.

Mr. Taylor also called attention to #14, an agreement for the lecture services of Dr. Eric Plaut, Commissioner of Mental Health. The Committee had asked whether it was appropriate to pay a full-time salaried employee of another State agency and University Attorney Hill responded with an opinion that there was no legal obstacle providing the following conditions were met:

- (1) Appropriate approval is had by the University's Board of Trustees and Dr. Plaut's appointing authority.
- (2) The services rendered the University are outside of and not in line or within the scope of his duties as a Mental Health Commissioner and do not conflict therewith.
- (3) The services he renders will not conflict with the duties he owes the public.

A letter has been received from the legal counsel to the Governor indicating that the Governor agrees to Dr. Plaut's serving providing there is no conflict with his duties as Commissioner of the Department of Mental Health and that any work for the University is done at such time as he is not engaged in work as Commissioner. Dr. Plaut has written to express his appreciation and acceptance of his appointment as lecturer in the Department of Psychiatry with the understanding that his functions at the School of Medicine

are outside of his duties as Commissioner of Mental Health and will not conflict with his duties as Commissioner of Mental Health.

Mr. Taylor moved approval of all the contracts and agreements and requested that the specific letters with respect to Contract #14 be made a part of the permanent record and are a prerequisite to the Board's action thereon. The motion was seconded by Mr. Nielsen and THE BOARD VOTED to approve the list of 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, plus Contract #14 Plaut letters, are attached to the file copy of the Board minutes.

At the conclusion of his report, Mr. Taylor invited any member of the Board who is not a member of the Budget and Finance Committee to attend the Committee meetings.

21. Since Mrs. Kronholm or Mr. Jacobs did not attend the recent meeting of the Commission for Higher Education, Mr. Orr was asked to report on the session. Mr. Orr presented the following:

(1) The report of the Fiscal Policy and Planning Committee, chaired by Mr. McGannon in the absence of Mr. Jeffries, included two items of importance to the University, both of which were voted by the Commission:

a. Approval of the release of \$10,800 under Public Act 140, in support of a program under which St. Joseph College cooperates with the University to provide a course in organic chemistry for students at our Hartford Branch.

b. Approval of the four Health Center fee increases adopted at the February Board meeting:

Medical Student Fee	\$400/yr. increase
Dental Student Fee	400/yr. increase
Dental Instrument Usage Fee	100/semester increase
Application Fee	15 increase

Regarding the other University fee adjustments adopted at the February meeting, the Committee brought no recommendation to the CHE. The chairman indicated that further study was necessary, and that the recommendations would be brought to the April 6 meeting.

- (2) On the recommendation of the Subcommittee on Coordination of Planning, the Commission voted to authorize the Board for State Academic Awards to proceed with plans for offering the B.A. and B.S. degrees, subject to licensure and accreditation under the procedures of the Commission. These degrees will be awarded in the liberal arts and sciences without specification of a major specialization.

It was noted that four new programs have been submitted by the State Colleges for study by the Subcommittee:

(1) M.A. in Community Psychology (CCSC), (2) B.S. in Computer Science (CCSC), (3) M.A. in Oceanography and Limnology (WCSC), (4) B.A. in Graphic Communication (WCSC). No action was requested.

- (3) On the recommendation of its Committee on Minority Groups and the Expansion of Opportunity, The CHE endorsed the recommendations of a recent report on the Status of Women in Higher Education.
- (4) Mr. McGannon reported informally on the legislative committee hearings which have been held to date.
- (5) In executive session, the CHE approved a list of University leases and agreements for use and occupancy. The chairman noted that if CHE approval, as required by Sec. 4-128, is to be meaningful, it should be requested in advance of the date on which the agreements are to become effective.

Members of the Board, referring to #1b, expressed concern with the Commission's lack of alacrity on the important matter of fee increases. Mrs. Jorgensen, calling attention to #2, spoke of the possibility of program duplication since the University had received prior approval for the offering of a Bachelor of General Studies program.

22. On a motion by Mr. Nielsen, seconded by Mr. Cunningham, 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.
23. On a motion by Mr. Cunningham, seconded by Mrs. Jorgensen, 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, Brown, Carlson, Cunningham, Jacobs, Jorgensen, Kleban, Kronholm, Micocci, Nielsen, Rich, Shedd, Tasker, Taylor, and Wiggins. While in executive session, the Board took the following actions:

- (A) On a motion by Mr. Rich, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve salary increases for the eligible individuals on the professional-technical staff of the John Dempsey Hospital, effective April 1, 1976.

During his presentation, Mr. Rich explained that the date reflects a three month delay in the granting of the increases and is in line with the delay of increases granted to all other State employees this year.

- (B) On a motion by Mrs. Kronholm, seconded by Mrs. Jorgensen, 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.
- (C) In accordance with Article II, Section 7 of the By-Laws, President Ferguson presented the annual list of recommendations for promotion and for the award of academic tenure.

- (1) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve promotion to professor for the members of the faculty as listed in the attached material - Exhibit A.
- (2) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve promotion to associate professor for those members of the faculty as listed on the attached material - Exhibit B.
- (3) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve promotion to assistant professor for those members of the faculty as listed on the attached material - Exhibit C.
- (4) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve promotion in title for those persons named in the attached material entitled "Promotion - Miscellaneous Titles" - Exhibit D.

Ms. Micocci abstained from voting on the promotion in title for #13 - Christine E. M. Dombroski.

- (5) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the award of tenure to the members of the faculty as listed in the attached material - Exhibit E.
- (6) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the awarding of tenure and/or promotion for the following teachers at the E. O. Smith School:

Tenure - Irving G. Thomen

Promotion - Stephen Diamond - University
Secondary School Teacher II

- (7) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve that a terminal appointment be given to the following:

William J. Kelly - English (Southeastern Branch)
Stephen A. Meskin - Mathematics
Helen M. Sternberg - Mathematics (Southeastern
Branch)

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

- (1) Tatjana Bauman-Neumayer, Assistant Professor in the Department of Pathology, effective November 9, 1975. (4 yrs., 3 mos.)
- (2) James C. Branch, Assistant Professor in the Department of Pathology, effective August 1, 1975. (9 mos.)
- (3) G. Frank Jenkins, Assistant Professor in the Department of Oral and Maxillofacial Surgery, effective March 27, 1976. (2 yrs., 9 mos.)
- (4) Richard Johanningmeier, Specialist II (Assistant Football Coach) in the Division of Athletics, effective March 17, 1976. (2 yrs., 1 mo.)
- (5) Seymour Kelin, Specialist II in the Division of Athletics, effective February 23, 1976. (7 yrs., 10 mos.)
- (6) Alan J. Kenyon, Professor of Pathobiology, effective September 9, 1975. (14 yrs., 3 mos.)

- (7) Karen Lynch, University Educational Assistant I in the Department of Psychiatry, effective January 26, 1976. (4 yrs., 5 mos.)
 - (8) Charles Pawlowicz, Research Assistant III in the Institute of Materials Science, effective March 5, 1976. (1 yr., 9 mos.)
 - (9) Larry E. Quackenbush, Assistant Professor in the Department of Endodontics, effective April 15, 1976. (4 yrs.)
 - (10) Robert A. Ronfeld, Assistant Professor in the School of Pharmacy, effective August 31, 1976. (3 yrs.)
- (E) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following appointments:
- (1) Polly Reynolds Allen, Ph.D., Associate Professor in the Department of Economics, \$20,000, effective September 1, 1976.
 - (2) Paul Ash, M.D., Assistant Professor in the Department of Neurology, \$31,000, effective July 1, 1976.
 - (3) Jacqueline M. Fawcett, M.S., Assistant Professor in the School of Nursing, \$15,600, effective March 1, 1976.
 - (4) Charles James Gibbons, Jr., B.A., Associate Extension Agent (Community Resource Development - Haddam) in the Cooperative Extension Service, \$17,360, effective February 27, 1976.
 - (5) Mallory Neal Gilbert, M.S., Assistant Extension Agent (Wallingford) in the Cooperative Extension Service, \$10,900, effective February 27, 1976.
 - (6) Joyce Mooty, M.P.H., Assistant Professor in the School of Allied Health Professions, \$15,785, effective September 1, 1975.
 - (7) John F. Olson, M.A., Instructor/Assistant Professor (contingent), Department of Economics, \$14,000, effective September 1, 1976.
 - (8) Ibrahim N. Orgun, M.D., Assistant Professor (Institute of Living) in the Department of Psychiatry, Non-pay, effective January 20, 1976.

- (9) Peter A. Rinaudo, M.D., Associate Professor in the Department of Pathology (Veteran's Hospital), Non-pay, effective November 23, 1975. (Change in appointment from pay to non-pay appointment)
- (F) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following leaves of absence:
- (1) Mary E. Bamford, University Educational Assistant I in the Center for Real Estate and Urban Economic Studies, sick leave at full pay for the period January 6, 1976 through February 20, 1976.
 - (2) William F. Brazziel, Professor of Higher Education, sabbatic leave at full pay for the second semester of the academic year 1976-77.
 - (3) Marvin R. Cox, Associate Professor in the Department of History, leave without pay for the second semester of the 1976-77 academic year and the first semester of the 1977-78 academic year.
 - (4) Christina E. M. Dombroski, University Librarian I, sick leave at full pay for the period July 7, 1975 through August 31, 1975.
 - (5) Ivor Echols, Professor of Social Work, sabbatic leave at half pay for the academic year 1976-77.
 - (6) Robert K. Gable, Associate Professor in the Department of Educational Psychology, sabbatic leave at full pay for the second semester of the academic year 1976-77.
 - (7) Howard Hayden, Assistant Professor in the Department of Physics, sabbatic leave at full pay for the second semester of the academic year 1976-77.
 - (8) Theo Z. Kattamis, Professor of Metallurgy, sabbatic leave at full pay for the second semester 1976-77, a change from the 1976-77 academic year at half pay.
 - (9) Lewis Katz, Professor in the Department of Chemistry, sabbatic leave at full pay for the second semester of the academic year 1976-77.
 - (10) William J. Kelleher, Professor of Pharmacognosy and Chairman, Section of Medicinal Chemistry and Pharmacognosy, sabbatic leave at half pay for one year beginning January 15, 1977.

- (11) Alan J. Kenyon, cancellation of leave of absence without pay for the 1975-76 academic year.
- (12) Fred W. Kniffin, Professor in the Department of Marketing and Administrator of the MBA Program, Stamford, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (13) Mara Mayor, Associate Professor in the Department of History, Hartford Branch, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (14) Robert G. Mead, Jr., Professor in the Department of Romance and Classical Languages, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (15) Ross L. Miller, Assistant Professor in the Department of English, leave without pay for the 1976-77 academic year.
- (16) Robert B. Norris, Professor in the Department of Educational Administration, sick leave at full pay for the period November 10, 1975 through February 16, 1976.
- (17) Guillermo Pilar, Professor of Biology and Section Head of Regulatory Biology, special leave with pay for the period March 22, 1976 through April 2, 1976.
- (18) Thomas Riggio, Assistant Professor in the Department of English, leave without pay for the 1976-77 academic year.
- (19) Tove Rosado, University Librarian III, leave without pay for the period June 9, 1976 through July 30, 1976.
- (20) Howard R. Sacks, Professor in the School of Law, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (21) Ilse Schwinck, Associate Professor of Biology, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (22) James J. Scully, Professor in the Department of English, leave without pay for the second semester of the 1976-77 academic year.

- (23) Rebecca Sommese, Assistant Professor in the Department of Philosophy, Southeastern Branch, leave without pay for the academic year 1976-77.
- (24) Richard F. Wendel, Professor in the Department of Marketing, sabbatic leave at full pay for the first semester of the academic year 1977-78.
- (25) John E. Williams, Associate Professor in the Department of Mechanical Engineering, a change in sabbatic leave from the 1976-77 academic year at half pay to the second semester of the 1976-77 academic year at full pay.

Miss Micocci asked to be recorded as abstaining on #4 - Christina E. M. Dombroski.

- (G) On a motion by Mr. Nielsen, seconded by Mr. Taylor, THE BOARD VOTED to approve the following changes in title:
- (1) Maureen Coleman, from University Hospital Nurse II to University Hospital Nurse III in the Pediatric Clinic, effective March 15, 1976. (From \$13,186 to \$14,130)
 - (2) Albert S. Dreyer, joint appointment in the Department of Psychology for the 1975-76 academic year, with home base remaining in the School of Home Economics and Family Studies.
 - (3) Ruth C. Frost, from Instructor in Child Development and Family Relations at the Torrington and Waterbury Branches to Lecturer in Human Development and Family Relations at the Torrington and Waterbury Branches, effective April 1, 1976.
 - (4) Edward L. Hamblin, from Associate Professor of Education to Extension Professor and Lecturer in Education, effective January 1, 1976.
 - (5) Ruth F. Mead, from Instructor in Physical Education to Specialist II in the Division of Athletics, effective April 1, 1976.
 - (6) Robert G. Ryder, from Acting Dean and Professor of Home Economics and Family Studies to Dean and Professor of Home Economics and Family Studies, effective April 1, 1976. (From \$26,890 to \$34,760)
 - (7) Jacqueline Sachs, joint appointment in the Department of Psychology for the 1975-76 academic year, with home base remaining in the Department of Speech.

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

- (1) Lynn R. Glazier, Associate Professor of Animal Industries, 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) John Y. Squires, Associate Professor of Physical Education, effective October 1, 1976, with special leave at full pay from the beginning of the 1976-77 academic year to October 1, 1976. (39 years of service)

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

- (1) Sue-Ellen Loeser, University Hospital Nurse II in the Department of Psychiatry (Capitol Region Mental Health), effective February 12, 1976. (5 yrs., 5 mos.)
- (2) R. Bradford Walker, University Hospital Professional Class V in Material Management, effective March 10, 1976. (3 yrs., 8 mos.)

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

- (1) Edward King, A.S., University Assistant Director in Material Management, \$16,000, effective March 15, 1976.
- (2) Carrie Mukaida, M.S., University Hospital Professional Class V in Dietary Administration, \$15,000, effective March 15, 1976.

(K) Attorney Hill, reporting briefly on the latest developments in the area of collective bargaining, informed the Board that a collective bargaining election for the University will take place in early April.

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

- (L) President Ferguson informed the Board that an offer has been received to establish an endowment fund with the University of Connecticut Foundation which will provide administrative and research support of a professorship in the School of Medicine. This endowed support would be a source of encouragement to the morale of the University faculty and, hopefully, it may serve as an incentive to other potential donors. Noting that large gifts to educational institutions for endowment funds often bear the name of the donor, the President recommended that the name of this distinguished donor be attached to the University's first endowed chair in the School of Medicine.

On a motion by Mr. Taylor, seconded by Mr. Kleban, THE BOARD VOTED to approve the naming of the endowed chair in the School of Medicine after the donor.

In a related action, the Board asked the administration to submit a general policy recommendation pertaining to gifts of this nature should there be similar cases in the future.

- (M) Members of the administration, with the exception of the President, were excused and the Board met in limited executive session to discuss the filling of the Vice Presidential position at the Health Center.
24. No further business appearing, the meeting was adjourned at 5:45 p.m.

Respectfully submitted,

Carl W. Nielsen
Secretary