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Minutes, September 12, 1975

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

Held at the Torrington Branch

September 12, 1975

The meeting was called to order at 9:35 a.m. by Chairman Gordon W. Tasker. Trustees present were: Mrs. Jorgensen and Messrs. Jacobs, Kozloski, Nielsen, Shedd, Tasker, and Taylor. Mr. Carlson joined the group shortly after the meeting had started and Mrs. Kronholm, Messrs. Brown, Kleban, Rich, and Stroh joined the meeting at later points in time. Ms. Mary Heslin, Commissioner of Consumer Protection, was also present during the major part of the open session.

Trustees absent were: Governor Grasso and Mr. Wilber.

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

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

1. Chairman Tasker welcomed Trustee Donald A. Jacobs to his initial meeting as a member of the Board and also welcomed Dean Robert Massey to his first Board meeting as Acting Vice President for Health Affairs. When Commissioner Heslin arrived at a later time, Chairman Tasker expressed the pleasure of the Board in noting her attendance as a representative of Governor Grasso.
2. The Chairman called the Board's attention to a letter of appreciation from President Ferguson for the contribution to the Audubon Society in memory of his father, Mr. Forrest Ferguson.
3. On a motion by Mr. Jacobs, seconded by Mrs. Jorgensen, THE BOARD VOTED to adopt the following resolution:

FREDERIC D. LEYSER
President
The University of Connecticut Foundation
1973 - 1975

WHEREAS, Mr. Frederic D. Leyser has faithfully served the University of Connecticut Foundation as its president for the years 1973/74 and 1974/75, and

WHEREAS, his leadership as President has advanced the program of support for the University to a new and record plateau in excess of \$1,000,000 in a given year, and

WHEREAS, his personal support both in advice and generous gifts have been the hallmarks of his leadership, and

WHEREAS, as a parent of a University of Connecticut alumna he became acquainted with the University of Connecticut Foundation, and

WHEREAS, his earlier years of active involvement with the Parents and Friends Committee of the University of Connecticut Foundation generated a program that has been of lasting value, and

WHEREAS, the success of the Faculty Alumni Center was in great measure due to his efforts, now, therefore

BE IT RESOLVED that the Board of Trustees of the University of Connecticut warmly salutes Mr. Frederic D. Leyser for his many accomplishments as President and the tangible benefits to the University that have been recorded and for the sound condition in which he leaves the Foundation for his successor.

It was agreed that the resolution would be spread upon the minutes and further that a copy of the resolution would be forwarded to Mr. Leyser. (The Board's action was ratified with a quorum present when Mr. Carlson arrived a few minutes later.)

4. Acting on Article VII 3 p, an addition to the LAWS, BY-LAWS and RULES tabled at the Board meeting on June 13, 1975, Mrs. Jorgensen moved approval of the following:

Article VII 3 p

Notwithstanding the provisions of any laws and by-laws of the University to the contrary, the President may 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 be brought to the Board for approval.

Mr. Kozloski seconded Mrs. Jorgensen's motion.

Mr. Taylor proposed that - "at the next Board meeting" be added to the first sentence. The proposed amendment was seconded by Mrs. Jorgensen. THE BOARD VOTED to approve the amendment and in subsequent action on the original motion in the amended form, THE BOARD VOTED to approve the following:

Article VII 3 p

Notwithstanding the provisions of any laws and by-laws of the University to the contrary, the President may make such organizational changes in University structure as do not affect degree programs or majors, and report these matters to the Board at the next Board meeting. All actions involving the degree programs and the structure of schools and colleges will be brought to the Board for approval.

(This action was also ratified with a quorum present when Mr. Carlson arrived a few minutes later.)

5. After brief comments by Vice President Hartley with regard to the comparative data in the report on awards and donations, on a motion by Mr. Nielsen, seconded by Mr. Taylor, 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.
6. Chairman Tasker recommended the following appointments for a three-year term on the Health Center Advisory Council:

Mr. Louis Ball (reappointment), Publisher, FARMINGTON VALLEY HERALD, Simsbury
Dr. Robert Bernert, (new appointment), Hartford Dentist, Secretary of State Dental Association
Mr. John Doyle (reappointment), Assistant Administrator, St. Joseph Hospital, Stamford
Mrs. Anne Shafer, (reappointment), Housewife
Mr. John Springer (new appointment), Executive Director, Hartford Hospital

Acting on a motion by Mr. Nielsen, seconded by Mr. Kozloski, THE BOARD VOTED to approve the above appointments.

It was noted that people who are no longer continuing to serve as members of the Council have received the Board's appreciation for their past services.

7. Chairman Tasker, remarking on major goals for the Board and Administration to pursue during this academic year, presented the following recommendations:

- (1) That the Board of Trustees do those things appropriate and necessary to ensure the wellbeing of the University Health Center in that it be an accepted part of the University of Connecticut and assist the Center in fulfilling its role in the State of Connecticut in a superior manner. The Health Center has been the subject of criticism by various groups. Many criticisms were based upon a lack of knowledge or upon events and matters over which the University and the Health Center had little control, such as construction escalation and delays.

The Health Center of the University of Connecticut is a viable organization and an integral part of the University of Connecticut and of the educational process in this state. The Board must be sure its achievements and its ability to attain even greater accomplishments are not overcome or obscured by its critics.

- (2) The program review which is being carried out under the auspices of the University administration should be coordinated with the responsibilities and functions of the Board's Institutional Policy Committee and that Committee should, along with the administration, review the approach being made by the various program review committees and their findings in an effort to be sure the academic policies and curriculum of the University are commensurate with the needs of the students and the fiscal resources and requirements of the University.

The Health Affairs Committee, of course, would participate in a similar endeavor with regard to such academic matters involving health affairs.

- (3) The Budget and Finance Committee is requested to make an in-depth review in conjunction with the University administration of all of the major categories of expenditures of the University, as well as its sources of income. This Committee should, on behalf of the Board of Trustees, sit down with the administration "early on" before the next budget preparation begins in order to seek guidelines with regard to budget preparation; such guidelines to reflect the budgetary restraints under which the University and State Agencies are operating and which will probably continue in the immediate future. An approach to budgeting requires an element of flexibility with provisions in advance for predetermined courses of action in the event the final amounts of revenue vary significantly in either direction from those sought.

An early commencement of an approach to a planned program budgeting system will furnish better management information to the Board and to the administration, enable more persons within the University to relate to the budget and permit such persons to contribute to the successful carrying out of such budget.

In his concluding remarks, the Chairman stressed the need for the Board to maintain a clear line between policy and administration so that the Board and committees will have time to deal with matters of policy and planning for the future.

8. President Ferguson reviewing some of the priorities and accomplishments over the past year touched upon the following highlights:

- (1) The introduction of a cabinet style operation to decentralize decision-making authority
- (2) The creation of a Vice President for Student Affairs and Services and the deferral of appointments to Vice Presidents for Continuing Education and Development due to financial constraints
- (3) The General Assembly's authorization of four additional Trustees
- (4) The initiation of a ten-year extensive internal review of the University's programs
- (5) Three standing committees of faculty, staff, and students were appointed to deal with short and long range studies.
- (6) Planning and coordination committees submitted a draft of the Mission Statement which was submitted to the Board
- (7) Program reviews committee submitted more than 40 specific cost saving recommendations, many of which have been submitted to the Board
- (8) Sixty recommendations are now being considered-a reflection of the first year's input in program review
- (9) Cost savings have been realized through self-evaluation and will continue on an annual basis
- (10) A number of departments took steps to consolidate doctoral and master's programs
- (11) The long awaited library on campus is becoming a reality
- (12) The formal opening of the John Dempsey Hospital was completed
- (13) The first six graduate physicians began a family medicine residence program to become family physicians
- (14) A \$1.5 million library was opened at the Stamford Branch
- (15) The University's fee and room rents were raised because of rising costs and \$35 refundable fee was established to support the new Cooperative Bookstore

- (16) Enrollments have been maintained at approximately the present level
- (17) Bachelor of General Studies program was introduced to extend the "outreach" potential and help working adults obtain a baccalaureate degree
- (18) The Stamford Branch continued to expand its program toward a four-year curriculum by adding 13 new upper division courses
- (19) The program in intercollegiate athletics for women was expanded by the Division of Athletics.

Turning to short-term objectives, President Ferguson delineated specific goals for each of the major areas of University operations during the 1975-76 academic year. While maintaining the present enrollment totals, without any appreciable change, he hopes to secure a minimal budgetary increase for the University including an average one step salary increment for all faculty and staff. He described specific plans in the areas of development, student affairs and services, academic affairs, the health professions, finance and administration, extended and continuing education, the Graduate School and the University Library.

In spite of limited financial resources, he expressed the hope that the University's commitment to women and minority recruitment and programs will continue, and he pledged to "administer an under-financed, under-staffed, over-extended institution involving 25,000 students, 3,000 staff and 1,200 faculty with efficiency, patience, concern for the individual, good humor, and accountability to the State of Connecticut.

During the discussion of the likelihood of additional financial strictures, President Ferguson stated that across the board "horizontal" cuts can not be extended further and with present resources would not be possible to maintain quality in all of the current programs. In order to meet the strictures, it would be necessary to eliminate "vertically" whole programs in an effort to reflect priorities. Mr. Brown, referring to the fine line that might occur between policy and administrative decision when determining what programs are to be eliminated, requested that the Board be made aware of any proposed program reductions. Mr. Shedd, commenting on the internal priority study exercise urged that the priorities of the University also take into account the major priorities of the State as a whole.

9. On a motion by Mrs. Jorgensen, seconded by Mr. Rich, THE BOARD VOTED to approve the minutes of the meeting of July 11, 1975.
10. Mrs. Jorgensen, calling attention to the Procedures for the Election of Two Students to the Board of Trustees that had been distributed with the agenda material, informed the Trustees that the procedures had been reviewed by the TAFS Committee and on behalf of the TAFS Committee moved approval of the procedures. Mr. Carlson seconded Mrs. Jorgensen's motion. Discussion followed initially on the timeliness of making any changes in procedures in view of the short span of time before the election in October.

Mr. Nielsen offered, as an amendment to the original motion, the following addition to the procedures:

- IV. A. Any dispute arising under the election procedure which the Student Trustee Election Committee cannot resolve shall be determined by appeal to the Board of Trustees.

Mr. Kleban seconded Mr. Nielsen's proposed amendment.

In response to a request for legal comment on the amendment, Attorney Hill indicated that the amendment was perfectly acceptable. Acting on the amendment, THE BOARD VOTED to approve the above addition to the original set of procedures.

At this point Mr. Nielsen proposed an additional amendment:

- IV. B. It is also understood that the entire election process hereunder shall be reviewed annually for improvement thereof.

Mr. Kleban seconded Mr. Nielsen's motion after being assured that the spirit of the amendment included a review of the equities of participation in the election by the Branches. THE BOARD VOTED to approve the above as the second addition to the original procedure.

Discussion suggested that the Trustees would not be acquainted with the candidates prior to the election and that a broader student base should be considered. Concern was expressed with regard to the minimum scholastic requirements for selection and the possibility that a student drop-out would continue to serve as a full-time Trustee.

Chairman Tasker remarked that all comments were valid points to be taken into consideration during the next review of procedures. In response to an inquiry, Attorney Hill informed the Trustees that the entire procedure, as it stands now,

has been submitted to the Attorney General's Office. It has been reviewed by the unit which handles all of higher education and they have raised no objections to the procedures.

Mrs. Jorgensen, calling attention to Section F2 alternating the election of a graduate student and undergraduate student, stated that every student in the University should have an equal opportunity every year to be a candidate for election to the Board. Mrs. Jorgensen offered as an amendment to the original procedure that Section F2 be deleted. Mr. Shedd seconded Mrs. Jorgensen's motion.

THE BOARD VOTED to approve the deletion of Section F2. Trustees Brown, Jorgensen, Kleban, Kozloski, Kronholm, Shedd, and Taylor voted in favor of the action. Trustees Carlson, Jacobs, Nielsen, Rich, Stroh, and Tasker registered in opposition.

In further action, THE BOARD VOTED to approve the original motion as amended. Trustees Jacobs and Stroh registered in opposition to the final action. A copy of the revised Procedures for the Election of Students to the Board of Trustees is attached to the file copy of the Board minutes.

11. Acting on Mrs. Jorgensen's motion, seconded by Mr. Nielsen, THE BOARD VOTED to table the proposed By-Law changes relating to the reorganization of the TAFS Committee as follows:

T.A.F.S. Committee

DELETE present section X.L.10:

10. Trustee-Administration-Faculty-Student Committee.

The Trustee-Administration-Faculty-Student Committee shall be composed of three members of the Board of Trustees, the President, the Provost, the Vice President for Financial Affairs, the seven faculty members who constitute the Senate Executive Committee, the President of the Associated Student Government, the President of the Associated Women Students' Government, and the President of the Graduate Student Council. The Committee shall hold at least three regular meetings per year.

ADD new section X.F. (and change the letter designations of subsequent sections accordingly):

- F. The Trustee-Administration-Faculty-Student Committee

1. Membership

The Trustee-Administration-Faculty-Student (TAFS) Committee shall consist of the members of the Institutional Policies Committee of the Board of Trustees; the President; the Vice Presidents; the members of the Senate Executive Committee; Chairman, F.S.S.O. Central Committee; President, Student Activities Union Board; President, Commuters' Union; Chairman, Inter-Area Residents Council; President, Graduate Student Council; and such other individuals serving in a non-voting capacity as may be designated.

2. Functions

The TAFS Committee shall serve as a conference committee to facilitate communication among the groups represented thereon, and shall serve as an advisory body to the Board of Trustees on matters where Board action is requested by faculty or student groups and on any other matters which the Board deems appropriate.

3. The TAFS Committee shall meet at least five times a year.

4. The Chairperson of the TAFS Committee shall be chosen by the committee at its first meeting each academic year.

12. The Board received copies of proposed changes in the University By-Laws, Article XK6 that are being considered by the University Senate Committee. It was agreed that the Institutional Policy Committee of the Board would review the proposal and report at the October Board meeting.

13. Mr. Rich, reporting on the recent meeting of the Health Center Committee stated that the expansion of Committee responsibilities to include the Schools of Allied Health, Nursing, and Pharmacy prompted the suggestion that the Health Center Committee be renamed the Health Affairs Committee. On Mr. Stroh's motion, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the name change to Health Affairs Committee.

Mr. Rich also reported that the Search Committee seeking candidates for the position of Vice President for Health Affairs is making every effort to comply with the Board's instruction to have a final candidate by the end of October. The search is progressing and moving as expeditiously as possible.

14. Mr. Kozloski, reporting on the August meeting of the Consortium Board, stated that the major topic of discussion was the Rehabilitation Project involving the Newington Children's Hospital.

The proposal was exciting but the feasibility of the Project is subject to the availability of funds.

Mr. Kozloski called upon Vice President Massey to report on the September meeting. Dr. Massey indicated that one of the items of consideration was the development of a Surgical Center. The Consortium has appointed a committee to look into the possibility of developing a Center in conjunction with the Consortium Hospitals.

The Board approved the submission of a grant to the Hartford Foundation for Public Giving in support of a cancer education program for registered nurses to be held in October.

The Council on Education and Research reported on its organizational meeting. The Council discussed the affiliation agreements, the TV link, and an approach to the specialty distribution of interns and residents in the Consortium. It will also appoint subcommittees to consider the various aspects of the educational programs of the Consortium.

There was considerable discussion of the future of the Burgdorf Clinics. No new information was elicited.

The Rehabilitation Project involving the Newington Children's Hospital is likewise still under study. The representatives of the Newington Children's Hospital are looking at other rehabilitation centers in New England and New York to obtain further information on the feasibility of the project for Newington Children's Hospital.

Mr. Kozloski recommended that Dr. Eugene Sigman, Professor of Surgery and Associate Dean for Medical Education, who presently serves as Acting Associate Dean for Clinical Affairs and Acting Chief of Staff be named a member of the Board of Trustees of the Capitol Area Health Consortium to fill the vacancy occasioned by Dr. Richard J. Gaintner's resignation. Acting on Mr. Kozloski's motion, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve the recommendation.

15. Mr. Rich, reporting as Chairman of the Health Affairs-Hospital Committee of the Board, reminded the Trustees that they had received separate minutes for the Health Affairs Committee meeting and the Health Affairs-Hospital Committee meeting.

Acting on Mr. Rich's motion, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the following list of agreements and authorized the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University:

- (1) Amendment to the Agreement with Blue Cross.

Effective Dates: This contract was approved by the Board of Trustees in February. However, the period of the contract is October 1, 1974 and is to be effective for a period of 24 months. According to the Board approval, the effective dates were from October 1, 1974 through August 30, 1976. Please amend the dates of the contract to read October 1, 1974 through September 30, 1976.

- (2) Amendment to the Agreement with Cromwell Public Health Nursing Service.

Effective Dates: This contract was approved by the Board of Trustees in April. However, the period of the contract was submitted as March 1, 1975 through February 29, 1976 and the correct period of the contract should be April 1, 1975 through March 31, 1976.

- (3) Amendment to the Agreement with the Visiting Nurse Association of Hartford, Inc.

Amount: Income to the Health Center - 6.5 fund.
Change: Nursing Visit (Disease Visit) From: \$19.63/visit
To: \$22.66/visit
(effective 6/75)

No other changes to the contract. Original contract approved by the Board of Trustees in February, 1975.

- (4) Amendment to the Agreement with the Bristol Visiting Nurse Association.

Amount: Income to the Health Center - 6.5 fund.
Change: Therapeutic Nursing From: \$14.00/visit
To: \$18.00 (effective 7/75)

No other changes to the contract. Original contract approved by the Board of Trustees in May, 1975.

- (5) Amendment to the Agreement with the Maria Seymour Brooker Memorial, Inc.

Amount: Income to the Health Center - 6.5 fund.
Change: Nursing Visit From: \$10.00/visit
To: \$12.00 (effective 4/75)

No other changes to the contract. Original contract approved by the Board of Trustees in March, 1975.

(6) Agreement with Cedarcrest Hospital.

Amount: No cost to the University. The Health Department will reimburse the University \$300.00 for each autopsy and \$50.00 for each conference.

Effective Dates: July 1, 1975 - June 30, 1976.

Purpose: The University will perform autopsies and participate in clinical pathological conferences.

Mr. Rich reported the hospital census of 60.4 for July and 65.6 for August. Matters are essentially on target and moving along satisfactorily. Noting that copies of the monthly report on modifications had been distributed previously, Mr. Rich observed that the amount of funds for completion of Phases B and C has not been determined to date. There may be a funding problem, however, alternative plans are being explored.

Mr. Rich called attention to the proposed list of Medical and Dental Staff appointments recommended according to Hospital Bylaws. On Mr. Rich's motion, seconded by Mrs. Kronholm, 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.

Mr. Rich commented briefly on the recent site visit by the reviewing team for the Joint Commission on Accreditation of Hospitals. It would appear, on the basis of the oral critique, that the reviewing team was favorably impressed.

16. Mr. Taylor, in his initial remarks as Chairman of the Budget and Finance Committee, spoke of the intent to spend more time on planning and less time on routine items. In budget preparation and submission this year the Committee hopes to develop viable alternatives for the Trustees' consideration.

He called attention to the attachment summary of the consolidated operating budget for 1975-76, noting that the Committee will be considering early budget plans, both operating and capital, for early Board consideration. Ground rules, from the overall point of view, for research and grants will be reviewed since those funds tend to shape the objectives of the University. Mr. Taylor, remarking on the important relationship between educational and financial policies, indicated that coordination with the Institutional Policy Committee is contemplated.

Acting on Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the list of contracts and agreements on behalf of the University. A copy of the approved contracts is attached to the file copy of the Board minutes.

Mr. Taylor, presenting the majority recommendation of the Budget and Finance Committee, moved that the Board waive the University's patent rights on Mr. Stephen Rice's "Wear Testing Machine." The motion was seconded by Mr. Nielsen and THE BOARD VOTED to waive the University's patent rights.

After remarking on the School of Dental Medicine's Continuing Education program, Mr. Taylor recommended that the fee proposal described in the material previously distributed to the Trustees be approved by the Board. On Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the fees being charged for the Continuing Education courses. A copy of the approved fees is attached to the file copy of the Board minutes.

Mr. Taylor informed the Board that the administration has recommended for economy reasons that the University discontinue the refuse collection service provided to a number of non-University dwellings in the vicinity of the campus. On a motion by Mr. Taylor, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following:

In view of the urgent need to reduce costs and in view of the fact that alternatives are available to residents of non-University dwellings, the University will end its refuse collection service to all non-University dwellings effective January 1, 1976.

17. Mrs. Jorgensen, reporting on the recent meeting of the Commission for Higher Education, stated that the main issue evolved around the higher education budget for the State. The Commission approved the funding of summer programs at the Community Colleges with General Funds. There was a similar request from the State Technical Colleges but it was not approved. Mrs. Jorgensen observed that the summer programs at the University and State Colleges are self-supporting.

The budgets which have been presented by constituent units were reviewed in some detail. The approximate requests and the recommendations by the CHE follows:

	<u>(Request)</u>	<u>(CHE Recommendation)</u>
Regional Community Colleges	\$27.9 million	\$27.7 million
State Technical Colleges	8.8 "	7.3 "
State Colleges	42.0 "	41.0 "
University of Connecticut	63.8 "	58.5 "

While detailing the specific cuts in the University's budget request, Mrs. Jorgensen called attention to the Commission's addition of \$50,000 to the University's budget for the Central Naugatuck Valley Regional Higher Education Center. This appropriation was not requested by the University and further, Mrs. Jorgensen noted, the University has no control over the expenditure of these funds.

The University's capital budget figures were not changed by the Commission. The Commission did set priorities and the Law School addition received an "A" high priority rating, the Allied Health and Nursing facility planning money was given a "B" priority, the Athletic facility planning money was rated "B", the Health Center's Maintenance Warehouse was rated "B", and the energy savings project received a priority "A" rating.

At the conclusion of the discussion, it was urged that the Commission should be made aware of the following Board concerns:

- (1) What was the rationale behind the Commission's adjustments and recommendations on the University's budget.
- (2) Sometime back the Commission was informed of the Board of Trustees' decision to withdraw from the Central Naugatuck Valley Regional Higher Education Center, therefore, there is no need for this \$50,000 line item addition to the University's budget.
- (3) It would appear that the proposed addition of \$50,000 trespasses on the educational policy and decision responsibilities of the Board of Trustees as set forth in the General Statutes.

Noting that Mrs. Jorgensen has completed her assignment as the Board's representative on the CHE, Mr. Tasker thanked Mrs. Jorgensen for the service and representation she has given on behalf of the Board for the past several years.

18. Acting on Chairman Tasker's recommendations, on a motion by Mr. Nielsen, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve the following Committee assignments:

Commission for Higher Education - Mrs. Kronholm
Mr. Jacobs, alternate

University of Connecticut Foundation - Mrs. Kronholm
and Mr. Rich

Capitol Area Health Consortium - Mr. Kozloski
Mr. Stroh, alternate

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

(A) On the motion by Mrs. Jorgensen, seconded by Mr. Rich, 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.

(B) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve promotions to assistant professor for the following faculty members, who have completed all requirements for the doctorate since the March meeting of the Board:

James V. DeFronzo to Assistant Professor in the Department of Sociology.

Albert B. Harper III to Assistant Professor in the Department of Biobehavioral Sciences.

James B. McNallen to Assistant Professor in the Department of Business Administration.

Dominique Tailleux to Assistant Professor in the Department of Romance and Classical Languages.

Stephen Wilkinson to Assistant Professor in the Department of Art.

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

- (1) Denise Ashworth, Resident Educational Counselor, Student Affairs, effective June 6, 1975. (Approx. 5 yrs.)
- (2) Melvin D. Aulston, Assistant Director, Staff Training Development, Cooperative Extension Service, effective September 12, 1975. (4 yrs.)
- (3) Elizabeth Bergstrom, Research Assistant III, Department of Microbiology, effective July 3, 1975. (2 yrs., 6 mos.)
- (4) Elva Creeger, Research Assistant III, Department of Microbiology, effective July 1, 1975. (1 yr.)
- (5) Stephen Czarnecki, Assistant Professor (Mt. Sinai), Department of Medicine, effective June 1, 1975. (3 yrs., 10 mos.)
- (6) Joy Daugherty, University Nurse II, Health Service, effective July 31, 1975. (3 yrs., 9 mos)
- (7) William Davidson, Associate Dean for Dental Education and Assistant Professor in the Department of Orthodontics, effective August 31, 1975. (5 yrs., 9 mos.)
- (8) Jamshed Elavia, Resident Educational Counselor, Student Affairs, effective May 18, 1975. (1 yr., 9 mos.)
- (9) J. Richard Gaintner, Associate Professor in the Department of Community Medicine and Health Care, and Associate Dean for Clinical Affairs, effective August 16, 1975. (8 yrs., 2 mos.)
- (10) Michael L. Galonska, Research Associate I in the Center for Real Estate and Urban Economic Studies, effective August 12, 1975. (2 yrs., 11 mos.)
- (11) Martin Grebel, Assistant Professor of Psychology, Southeastern Branch, effective September 9, 1974. (3 yrs.)
- (12) William J. Haggerty, Jr., University Secondary School Teacher II in the E. O. Smith School, effective August 31, 1975.

- (13) Raymond L. Hintz, Assistant Professor in the Department of Pediatrics, effective September 1, 1975. (3 yrs., 3 mos.)
- (14) Julian S. Kaiser, Director of Health Service and Assistant Professor of Clinical Medicine and Health Care, effective October 31, 1975. (5 yrs., 5 mos.)
- (15) Charles Kenney, Assistant Professor in the Department of Restorative Dentistry, effective September 5, 1975. (3 yrs., 5 mos.)
- (16) William Lavine, Assistant Professor in the Department of Periodontics, effective July 31, 1975. (3 yrs.)
- (17) Constance A. Lee, Director of Nursing in the Division of Health Services, effective October 3, 1975. (3 yrs., 2 mos.)
- (18) Michael F. Lukacovic, Research Assistant III in the Department of Pharmacology, effective March 27, 1975. (3 mos.)
- (19) Dorothy J. MacLennan, Associate Professor in the School of Nursing, effective March 1, 1976. (2 yrs., 10 mos.)
- (20) Patricia Madison, Assistant Director in the School of Allied Health Professions, effective April 24, 1975. (7 yrs.)
- (21) Robert Martino, University Assistant Director in the Physical Plant Department, Health Center, effective July 3, 1975. (1 yr., 5 mos.)
- (22) Steven Mogel, Director of the Psychiatric Day Treatment Program, effective September 1, 1975. (1 yr.)
- (23) Thomas J. Noonan, University Assistant Director in the Medical Group, effective June 26, 1975. (3 yrs., 9 mos.)
- (24) Gertrude S. Ogushwitz, University Educational Assistant I in the Department of Higher, Technical and Adult Education, effective August 27, 1975. (1 yr.)

- (25) Clayton Parkinson, Assistant Professor in the Department of Restorative Dentistry, effective August 1, 1975. (1 yr.)
 - (26) David F. Paskausky, Assistant Professor of Geology, Southeastern Branch, effective September 9, 1975. (6 yrs.) A change from 1976.
 - (27) Luis Sanchez, Assistant Professor in the Department of Restorative Dentistry, effective September 20, 1975. (2 yrs., 3 mos.)
 - (28) Joan-Marie Schaefer, Research Assistant III in the Department of Microbiology, effective July 18, 1975. (3 yrs., 10 mos.)
 - (29) Kenneth F. Scheidegger, Assistant Professor in the Department of Geology, effective August 31, 1975. (2 yrs.)
 - (30) Barry Shaw, University Assistant Director in the Department of Financial Analysis, effective August 7, 1975. (4 yrs., 5 mos.)
 - (31) Wesley Vietzke, Assistant Professor in the Department of Medicine, effective July 31, 1975. (7 yrs., 1 mo.)
 - (32) David B. Wallace, Assistant Extension Agricultural Agent in the Cooperative Extension Service, effective August 31, 1975. (3 mos.)
 - (33) John G. Weiss, Assistant Director of Public Safety, effective June 26, 1975. (1 yr.)
 - (34) Catherine Jane White, University Secondary School Teacher I at the E. O. Smith School, effective August 31, 1975. (4 yrs.)
- (D) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve the following appointments, subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) Chinua Achebe, B.A., 3 honorary doctoral degrees, University Professor of English, \$34,000, effective September 1, 1975.

- (2) Robert C. Alpers, M.A., Instructor in the Department of Dramatic Arts, \$10,395, effective September 1, 1975.
- (3) Karunyan Arul, MBBS, Instructor in the Department of Pediatrics (Newington Childrens Hospital), Non-pay, effective October 1, 1975.
- (4) John J. Baldwin, Jr., B.S., University Secondary School Teacher I (Business Education), \$8,370, effective September 1, 1975.
- (5) Eileen E. Benton, Ed.D., Associate Professor in the School of Nursing, \$17,000, effective September 1, 1975.
- (6) Richard Bibbee, Ph.D., Assistant Professor in the Department of Sociology, Hartford Branch, \$11,560, effective September 1, 1975.
- (7) Gene E. Bowen, M.A., University Educational Assistant I in the Student Financial Aid Office, \$10,170, effective August 25, 1975.
- (8) Richard A. Breslow, M.S., Assistant Professor in the Department of Physics, Stamford Branch, \$14,600, effective September 1, 1975.
- (9) Solon R. Cole, M.D., Assistant Professor in the Department of Pathology (Hartford Hospital), Non-pay, effective September 1, 1975.
- (10) Peter Hayman Cooke, Ph.D., Associate Professor in the Department of Physiology, \$22,000, effective August 1, 1975.
- (11) Eileen Gabrielle Crane, M.S., Assistant Extension Agent (Community Nutritionist - New Haven), \$11,320, effective July 7, 1975.
- (12) Sheilia Creth, M.A., University Assistant Director in the University Libraries, \$17,440, effective September 1, 1975.
- (13) Patricia Anne Daly, Ph.D., Assistant Professor in the School of Home Economics and Family Studies, \$13,000, effective September 1, 1975.
- (14) Robert E. Dewar, Jr., M.A., Instructor in the Department of Biocultural Anthropology and Sociocultural Anthropology, \$11,560, effective September 1, 1975.

- (15) Francine C. DiFilippo, B.S., University Educational Assistant I in the Student Union, \$10,170, effective July 18, 1975.
- (16) Michael Ernest, D.D.S., Assistant Professor in the Department of Endodontics, \$27,000, effective August 15, 1975.
- (17) Jacqueline M. Fawcett, Ph.D., Assistant Professor in the School of Nursing, \$15,600, effective September 1, 1975.
- (18) Helen J. Fenstermacher, Ed.D., Assistant Professor in the School of Nursing, \$15,600, effective September 1, 1975.
- (19) Jeffrey D. Fisher, Ph.D., Assistant Professor in the Department of Psychology, \$12,500, effective September 1, 1975.
- (20) Jon Goldberg, Ph.D., Assistant Professor in the Department of Restorative Dentistry, \$23,180, effective August 1, 1975.
- (21) Joseph Healey, J.D., Assistant Professor in the Department of Community Medicine and Health Care, \$18,500, effective September 1, 1975.
- (22) JoAnne Hokanson, M.S., Lecturer (Speech Pathologist) \$11,200, effective September 1, 1975.
- (23) Lamia Khairallah, Ph.D., Research Associate I in Elec. Micro. Serv. Center, Biological Sciences, \$15,186, effective September 1, 1975.
- (24) Irving Kirsch, Ph.D., Assistant Professor in the Department of Psychology, \$12,000, effective September 1, 1975.
- (25) Martha S. Langmann, B.A., University Educational Assistant I at the University of Connecticut Foundation, \$10,500, effective July 1, 1975.
- (26) Vernon Leininger, Ph.D., Associate Professor and Director of Medical Physics in the Department of Radiology, \$30,000, effective August 1, 1975.

- (27) Ann Lichtenstein, B.A., University Hospital Professional Class VII in the Medical Group Administration, \$10,500, effective October 1, 1975. ✓
- (28) Barbara Ann Lotito, M.A., Instructor in the Department of Romance and Classical Languages (Spanish) at the Hartford Branch, \$11,560, effective September 1, 1975.
- (29) Albert Anthony Maistro, Ph.D., Assistant Professor in the Department of Psychology (Southeastern Branch), \$11,560, effective September 1, 1975.
- (30) Henry Mannix, M.D., Associate Professor in the Department of Surgery, Non-pay, effective July 1, 1975. ✓
- (31) Younus F. Masih, MBBS, Instructor in the Department of Medicine (Hebrew Home - Mt. Sinai Hospital) Non-pay, effective July 1, 1975. ✓
- (32) Robert A. McDonald, Ph.D., Instructor in the Department of Dramatic Arts, \$11,100, effective September 1, 1975.
- (33) Elizabeth L. McKinnon-Mullett, Ph.D., Professor in the School of Nursing, \$19,800, effective September 1, 1975. ✓
- (34) James Edward O'Brien, Ph.D., M.D., Assistant Professor in the Department of Psychiatry (in Residence), \$35,000, effective July 1, 1975 to June 30, 1976. ✓
- (35) Chester Paczkowski, D.D.S., Assistant Professor in the Department of Restorative Dentistry, Non-pay, effective July 1, 1975. ✓
- (36) Stanley J. Padegimas, Ph.D., Assistant Professor in the Department of Chemistry (Waterbury Branch), \$13,160, effective September 1, 1975.
- (37) Joan O. Paterna, M.S., University Educational Assistant I, Counselor in Student Affairs and Services (Waterbury Branch), \$10,170, effective September 1, 1975.

- (38) Vincent Penikas, Ph.D., University Director, Executive Director (Radiation Safety), \$25,000, effective January 2, 1976.
- (39) Kim T. Phillips, Ph.D., Assistant Professor in the Department of History, Southeastern Branch, \$13,000, effective September 1, 1975.
- (40) Agustin Raga, B.A., University Assistant Director, Physical Plant (Dental Engineering), \$14,500, effective September 15, 1975.
- (41) W. Alan Randolph, Ph.D., Assistant Professor in the Department of Industrial Administration, Hartford Branch, \$15,500, effective September 1, 1975.
- (42) Alan R. Reich, Ph.D., Assistant Professor in the Department of Speech, \$12,000, effective September 1, 1975.
- (43) George Reid, D.D.S., Assistant Professor, Restorative Dentistry, \$29,000, effective November 1, 1975.
- (44) Samuel B. Russotto, D.D.S., Assistant Professor of Restorative Dentistry and (Assistant Director of General Dentistry Program), \$36,000, effective August 15, 1975.
- (45) Jerome Raymond Schulster, Ph.D., Assistant Professor in the Department of Psychology, Stamford Branch, \$11,560, effective September 1, 1975.
- (46) Esther Weever Shoup, B.S., Associate Extension Agent in the Cooperative Extension Service, (Home Economist - Rockville), \$12,880, effective August 1, 1975.
- (47) Carl Smith, M.D., Associate Professor in the Department of Surgery (General) (New Britain General Hospital), Non-pay, effective July 1, 1975.
- (48) Harry S. Stout, Ph.D., Assistant Professor in the Department of History, \$12,800, effective September 1, 1975.

- (49) Terrence A. Sullivan, J.D., Assistant Professor of Business Law, \$15,000, effective September 1, 1975.
 - (50) Cynthia J. Taylor, M.S., Assistant Professor in the School of Nursing, \$13,000, effective September 1, 1975.
 - (51) Stephen Douglas Taylor, D.M.D., Instructor in the Department of Restorative Dentistry (VA Hospital) Non-pay, effective July 15, 1975.
 - (52) Chester Wiese, M.D., Assistant Professor in the Department of Surgery (Hartford Hospital), Non-pay effective July 1, 1975.
 - (53) Sybil W. Woo, M.D., Associate Professor in the Department of Anesthesiology, \$40,560, effective July 1, 1975.
 - (54) Tsu-Ju (Thomas) Yang, Ph.D., Associate Professor in the Department of Pathobiology, \$23,580, effective September 1, 1975.
- (E) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve the following leaves of absence:
- (1) Harold J. Abramson, Associate Professor of Sociology, leave without pay for the period September 1, 1975 through August 31, 1976.
 - (2) Gail Chmielenski, University Secondary School Teacher II at the E. O. Smith School, leave without pay for the 1975-76 academic year.
 - (3) Susan Ramenda Clark, B.A., University Educational Assistant I in Dental Student Affairs, for the period October 3, 1975 through October 12, 1975, leave without pay.
 - (4) Peter Dehlinger, Director of the Marine Sciences Institute and Professor of Geology, Southeastern Branch, special leave with pay for the period September 1, 1975 through September 10, 1975.
 - (5) James C. Faris, Associate Professor of Anthropology, sabbatic leave at full pay for the first semester of the academic year 1975-76.

- (6) W. Davis Folsom, Research Assistant III in the Department of Agricultural Economics, leave without pay for the period July 1, 1975 through August 31, 1975.
- (7) James F. Hurley, Associate Professor of Mathematics, leave with pay for the academic year 1975-76.
- (8) James R. Johnson, Dean, School of Fine Arts, special leave with pay for the period September 23, 1975 through September 26, 1975.
- (9) Leonard I. Krimerman, Associate Professor of Philosophy, leave without pay for the second semester of the 1975-76 academic year.
- (10) Gerald M. Leibowitz, Associate Professor of Mathematics, sabbatic leave at half pay for the 1975-76 academic year.
- (11) Karen Lynch, University Educational Assistant I in Psychiatry, sick leave without pay for the period May 16, 1975 through June 2, 1975. ✓
- (12) Kathleen B. McKee, University Librarian II in the Wilbur Cross Library, leave without pay for the period July 21 through December 31, 1975.
- (13) Robert F. Neville, University Librarian I, Stamford Branch, special leave with pay from August 11, 1975 through August 22, 1975.
- (14) Steven Pfeiffer, Associate Professor in the Department of Microbiology, sabbatic leave at half pay for the 1976-77 academic year. ✓
- (15) Judith H. Rosenberg, University Educational Assistant I in the Center for Personal Growth, leave without pay for the period June 17, 1975 through August 14, 1975.
- (16) Lawrence I. Rothfield, Professor and Head of the Department of Microbiology, sabbatic leave at half pay for the 1976-77 academic year. ✓
- (17) Selig Rubinrott, Associate Professor of Social Work, a change in sabbatic leave from the academic year 1975-76 at half pay to the second semester of the 1975-76 academic year at full pay.

- (18) Jacqueline S. Sachs, Associate Professor in the Department of Speech, sabbatic leave at half pay for the 1975-76 academic year.
 - (19) Lance L. Stewart, Associate Marine Extension Agent, Groton, special leave with pay for the period September 1, 1975 through October 30, 1975.
 - (20) Daniel L. Thomas, leave without pay for the period September 1, 1975 through August 31, 1976.
 - (21) Roger S. White, Assistant Professor of Economics, leave without pay for the period September 1, 1975 through August 31, 1976.
- (F) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve the following changes in title, promotions, and salary changes:
- (1) Derek Wilfred Allinson, from Associate Professor in the Department of Plant Science to Associate Professor and Head of the Department of Plant Science, effective September 15, 1975.
 - (2) Robert A. Atherley, from Acting Department Head to Director, Counseling and Testing Center (Department Head, Student Personnel), effective September 1, 1975.
 - (3) Mary E. Coe, from Research Assistant III in Health Service to Medical Technologist II in Health Service, effective September 26, 1975.
 - (4) George Ecker, from Professor of Agricultural Economics to Acting Head of the Department of Agricultural Economics and Rural Sociology and Professor of Agricultural Economics, effective immediately and for the duration of Mr. Farrish's sabbatic leave.
 - (5) Pauline A. Fitz, from Associate Professor and Dean to Professor and Dean of the School of Allied Health Professions, effective September 1, 1975. (From \$21,428 to \$27,500) ✓

- (6) Richard Grossi, from University Assistant Director-Financial Analysis Administration to University Hospital Professional Class IV (University Hospital Department Manager), Medical Group Administration, effective September 1, 1975. (From \$16,463 to \$18,000).
- (7) Harry J. Hartley, Vice President for Finance and Administration and Professor of Education, salary increase from \$37,192 to \$38,400, effective January 1, 1976.
- (8) Donald J. Hempel, from Acting Head and Professor in the Department of Marketing to Head and Professor in the Department of Marketing, effective September 1, 1975. (From \$20,571 to \$24,000)
- (9) Bernard Karmel, joint appointment in the School of Home Economics and Family Studies for the 1975-76 academic year, with home base in the Department of Psychology.
- (10) Charles H. Knapp, from Professor and Acting Head in the Department of Electrical Engineering and Computer Science to Professor of Electrical Engineering and Computer Science, effective September 1, 1975.
- (11) David P. Lindorff, from Professor of Electrical Engineering and Computer Science to Professor and Acting Head in the Department of Electrical Engineering and Computer Science, effective September 1, 1975.
- (12) John Nalbandian, from Acting Head and Professor in the Department of Periodontics to Professor in the Department of Periodontics, effective June 30, 1975.
- (13) Robert F. O'Neil, from Lecturer in the School of Business Administration, MBA Program-Stamford, to Assistant Professor in the School of Business Administration, MBA Program-Stamford, effective September 1, 1975.
- (14) Gail Patria, from University Hospital Nurse II in the Department of Pediatrics to University Hospital Nurse III in the Department of Pediatrics, effective September 15, 1975. (From \$13,460 to \$14,130)

- (15) Andrew E. Poole, joint appointment in the Department of Biobehavioral Sciences for the 1975-76 academic year, with home base remaining in the Department of Pediatric Dentistry.
 - (16) Jason M. Tanzer, from Acting Head and Professor in the Department of Restorative Dentistry to Professor in the Department of Restorative Dentistry, effective July 1, 1975.
 - (17) Ronald Rohner, joint appointment in the School of Home Economics and Family Studies for the 1975-76 academic year, with home base remaining in the Department of Biocultural Anthropology.
 - (18) Jack Werboff, joint appointment in the School of Home Economics and Family Studies for the 1975-76 academic year, with home base remaining in the Department of Behavioral Sciences and Community Health.
 - (19) Marian Wilson, joint appointment in the School of Home Economics and Family Studies for the 1975-76 academic year, with home base remaining in the Department of Higher, Technical and Adult Education.
- (G) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to accept the following retirements:
- (1) Edward J. Rubins, Professor of Agronomy, effective October 1, 1976, with special leave at full pay from September 10, 1976 to October 1, 1976. 28 years of service.
 - (2) Jacquelyn Van Gaasbeek, Associate Professor of Physical Education, effective April 1, 1976, with special leave at full pay from March 2, 1976 to March 31, 1976. 22 years of service.

- (H) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to accept the following hospital resignations:
- (1) Carol Bellucci, University Hospital Nurse II at the John Dempsey Hospital, effective July 11, 1975. (1 yr., 8 mos.)
 - (2) Lois Lewis, University Hospital Nurse II, Department of Psychiatry (Capitol Region Mental Health), effective August 11, 1975. (1 yr., 2 mos.)
 - (3) Helen O'Neal, University Hospital Professional Class VII in Social Service, effective July 28, 1975. (8 mos.)
- (I) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve the following hospital appointments, subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) Sonya Celeste, M.A., University Hospital Nurse IV in the Department of Medicine, \$15,000, effective September 12, 1975.
 - (2) James Clyburn, R.N., University Hospital Nurse II in the Department of Neo Natal, \$11,770, effective September 15, 1975.
 - (3) Maureen Coleman, B.S., University Hospital Nurse II in the Department of Pediatrics, \$13,186, effective September 15, 1975.
 - (4) Mary Diluzio, R.N., University Hospital Nurse II in the Department of Psychiatry (Capitol Region Mental Health), \$12,240, effective September 15, 1975.
 - (5) Barbara Fegley, M.S., University Hospital Nurse II in the Department of Neo Natal, \$12,240, effective September 15, 1975.
 - (6) Gloria Grillo, R.N., University Hospital Nurse II in the Department of Psychiatry (Capitol Region Mental Health), \$12,240, effective September 15, 1975.
 - (7) James Matriani, B.S., University Hospital Professional Class VII in the Medical Group, \$13,000, effective August 1, 1975.

- (8) Mary McCain, M.S.W., University Hospital Professional Class VII in the Department of Psychiatry (Capitol Region Mental Health), \$12,600, effective September 22, 1975.
 - (9) Patricia Zapatka, R.N., University Hospital Nurse II in the Labor and Delivery Room, \$12,240, effective August 8, 1975.
- (J) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve the following hospital leave of absence:
- (1) James E. Rama, University Hospital Medical Technologist II in the Department of Laboratory Medicine, special leave with pay from July 6, 1975 through July 19, 1975.
- (K) On a motion by Mr. Nielsen, seconded by Mr. Kleban, THE BOARD VOTED to approve the following hospital changes in title, promotions, and salary increases:
- (1) Irene Engel, from University Hospital Nurse III in the Department of Surgery to University Hospital Nurse IV in the Department of Surgery, effective September 15, 1975. (From \$15,040 to \$15,870)
 - (2) Arthur J. Pongratz, from University Hospital Professional Class V to University Hospital Professional Class IV (Director of Housekeeping) in Hospital-Housekeeping, effective September 15, 1975. (From \$13,000 to \$16,000)
 - (3) Joyce Ullmar, from University Hospital Nurse II to University Hospital Nurse III in Nursing Administration, effective September 26, 1975. (From \$12,713 to \$13,570)
- (L) Mr. Taylor, as a matter of information, reviewed the administrative practices with regard to salary adjustments for deans when they return to a teaching post. At present the deans' salary, when they leave the deanship, reverts back to the financial situation prior to becoming dean.

- (M) On a motion by Mr. Nielsen, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the appointment of Dr. Steven J. Bongard as Associate Dean for Student Affairs and Assistant Professor of Anatomy at a salary of \$26,000, effective August 15, 1975.
- (N) As a point of information, Mr. Rich, Chairman of the Health Affairs Committee, informed the Board that the cost of malpractice insurance has substantially increased. The administration has temporarily renewed the insurance and is looking into the matter of alternatives. The Board may expect a report in the near future.
- (O) Following a discussion of the Faculty Practice Plan guidelines for establishing a plan for the allocation of professional income, it was suggested that changes in revenue procedures should be discussed with the Attorney General. On Mr. Stroh's motion, seconded by Mr. Nielsen, THE BOARD VOTED to authorize the administration to obtain a formal ruling on the propriety of any proposed changes in the allocation of professional income prior to the presentation of a recommendation for Board consideration.

20. No further business appearing, the meeting was adjourned at 3:05 p.m.

Respectfully submitted,

Carl W. Nielsen
Secretary