

March 2006

## Minutes March 13, 2006

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**MINUTES OF A MEETING OF THE UNIVERSITY SENATE**  
**March 13, 2006**

1. Senator Spiggle officially called the regular meeting of the University Senate of March 13, 2006 to order at 4:04 pm in Room 7 of the Bishop Center.

2. Approval of minutes

Senator Spiggle presented the minutes from the regular meeting of February 13, 2006 for review.

The minutes were approved without modification.

3. Report of the Provost was presented by Senator Nicholls

Provost Nicholls reported he recently testified in front of the Higher Education Committee in the Connecticut legislature. He petitioned the legislature to add faculty positions to UCONN and indicated he hoped to add 175 lines over 5 years. He received a supportive response, although no decisions have been made.

Senator Nicholls proceeded to comment on items highlighted by the 2004 task force that was initiated to report on issues related to retired faculty and staff. The submitted report notes that no formal or consistent policy exists for direct contact with retirees from UCONN. The committee recommended better monitoring and contact efforts for post-retirement activities. The UCONN Health Center does have such a policy and Provost Nicholls wants a similar policy implemented at the Storrs and regional campuses. Such action will address post-retirement employment opportunities on campus as well as the policy related to the use of the title "emeritus." Detailed perquisites include: listing in staff directories, retention on department mailing lists if desired, eligibility to attend meetings and ceremonies, social functions and eligibility to apply for parking privileges, all of which are feasible. Some items proposed by the ad hoc committee, however, pose economic and legal challenges and must thus be carefully explored for consideration. For example, library use that is limited to current faculty was recommended as a retiree benefit. Such privileges must be in accordance with licensing agreements in place for several contracts (e.g. Lexus Nexis). Office space and telephone/email privileges are detailed at the discretion of the Department Head and Dean, however liability for campus space use must be considered. Another proposal that causes some difficulty in implementation is for the privilege of discounted rates for athletic events, cultural events and parking. This poses a problem if rates are offered to retirees that are not available for current faculty.

The Board of Trustees must approve the use of the title "emeritus" on an individual basis. The Board will vote on the recommendation of the President and the UCONN Retirement Committee. Such staff must meet 1 of 2 criteria: 25 years at a collegiate institution including 5 years at UCONN and the individual must be full Professor. Another proposal under consideration is the availability of 2-3 meeting spaces on campus for use for retired faculty and staff for certain times during the month for meetings and other scholarly purposes. Finally, another proposal involves the introduction of a phased retirement program. Such an initiative must be worked out with Human Resources and the respective collective bargaining unit. In closing, Provost Nicholls is currently developing a final report that will address many of these issues immediately while others must be researched fully. Finally, Provost Nicholls will be working on a phased retirement program. This document should be ready by the end of the spring 2006 semester with implementation in the fall of 2006.

Senator Schultz asked for more information regarding the assessment plans faculty have been charged with developing as part of the NEASC accreditation; specifically, with respect to assessment programs and the resources available for these plans and potential use of these resources for used for graduate programs.

Provost Nicholls answered that accreditation agencies are focusing on more universities, while some assessment programs have been developed already through professional agencies (such as in the School of Business). Several well-established universities are frequently cited for lapses and faults for assessment programs. These agencies are looking specifically for “do we know what students are learning, can we measure it and do we have a way for improvement if the standards are not met”. This is not intended to be a resources-heavy initiative at UCONN. In fact, affordable software has been purchased for faculty use in data analysis.

4. Report of the Senate Executive Committee was presented by Senator Kendall.  
(See Attachment #31)
5. Report of the Faculty Standards Committee was presented by Senator Boyer.  
(See Attachment #32)

Senator Boyer presented the motion for a change to the by-law for Article 15, Section C,4.

**Proposed new language:**

Beginning with appointment to a full-time, tenure track position, the probationary period shall not exceed seven years, except when the original appointment is in January. When the original appointment is in January the probationary period shall not exceed seven and one-half years. New appointees to tenure track positions with prior service in a tenure track position at another university may, in consultation with their deans and department heads, be granted up to a full seven year probationary period at the time of hire. The probationary period agreed upon in the candidate’s offer letter will be viewed as the tenure track period. Faculty who wish to be considered for promotion and tenure before the end of the seven year probationary period will be evaluated by the same standards applied to faculty who have taken the full probationary period.

For faculty with primary appointments in the Schools of Medicine or Dental Medicine, the probationary period shall not exceed nine years, including within this period full-time service in all institutions of higher education, except when the original appointment is in January. Then the probationary period shall be nine and one-half years for faculty.

Senator Zinn asked whether the offer letter for new hires requires that the tenure date be included. Provost Nicholls answered that yes, it should be included.

**The Motion carried.**

6. Annual Report of the Curricula & Courses Committee was presented by Senator Jeffers.  
(See Attachment #33)
7. Annual Report of the Growth & Development Committee was presented by Senator Clausen.  
(See Attachment #34)
8. Annual Report of the Student Welfare Committee was presented by Senator Kurland.  
(See Attachment #35)
9. Unfinished business – none.

10. New Business – none.

11. There was a motion to adjourn.

The motion was approved by a standing vote of the Senate.

The meeting adjourned at 4:45 p.m.

Respectfully submitted,  
Rachel O'Neill  
Senate Secretary

The following members and alternates were absent from the March 13, 2006 meeting:

Anderson, Greg	Franklin, Brinley	Olson, Sherri
Anderson, Thomas	Gianutsos, Gerald	Palmer, David
Aronson, Lorraine	Glenn, Wendy	Roe, Shirley
Austin, Philip	Holgerson, Kathleen	Sacco, Peter
Bergman, Theodore	Humphreys, Nancy	Saddlemire, John
Burton, Aaron	Hunter, William	Sidney, Stuart
Chambers, Kim	Jevitts, John	Smith, Erling
D'Alleva, Anne	Kaminsky, Peter	Sopcak, Amy
Domoff, Sarah	Kay, Richard	Sweet, Joseph
English, Gary	Morrill, R. Brooke	Taylor, Ronald
Evanovich, Dolan	Muirhead, Deborah	Tiberio, David
Faghri, Amir	Ndoye, Abdou	Wagner, David
Flaherty-Goldsmith, Linda	Ogreaan, Tracy	Zirakzadeh, C. Ernesto