

4-11-2000

Minutes, April 11, 2000

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**MINUTES OF THE MEETING
OF THE BOARD OF TRUSTEES**

THE UNIVERSITY OF CONNECTICUT

University of Connecticut at Hartford
Undergraduate Building
85 Lawler Road
West Hartford, Connecticut

April 11, 2000

The meeting was called to order at 11:15 a.m. by Chairman Roger Gelfenbien. Trustees present were: James Abromaitis, Louise Bailey, Alyssa Benedict, Louise Berry, Michael Cicchetti, James Donich, John Downey, Shirley Ferris, Linda Gatling, Lenworth Jacobs, Claire Leonardi, Michael Martinez, Frank Napolitano, Irving Saslow and James Bentivegna, who represents the Governor's Office.

Trustees William Berkley, Theodore Sergi, and Richard Treibick were absent from the meeting.

University Staff present were: President Austin, Interim Chancellor and Provost for University Affairs Maryanski, Vice President for Institutional Advancement Allenby, Vice President for Financial Planning and Management Aronson, Vice Chancellor for Business and Administration Dreyfuss, Vice Chancellor for Student Affairs Triponey, Assistant Vice Chancellor Miller, Assistant Attorney General Shapiro, Assistant Attorney General Paul McCarthy, Dr. Schurin, Mr. Schilling and Attorney Jack Reid, representing the law firm of Gordon, Muir and Foley, and Ms. Locke were present for this discussion.

All actions taken were by unanimous vote of the Trustees present, except as otherwise noted.

EXECUTIVE SESSION

On a motion by Ms. Leonardi, seconded by Dr. Jacobs, **THE BOARD VOTED** to go into Executive Session at 11:15 a.m. to discuss matters that would result in the disclosure of public records described in Section 1-19 (b) of the Connecticut General Statutes. The Chairman noted that on the advice of counsel only staff members whose presence was necessary to provide their opinion would be permitted to attend Executive Session.

Trustees present were: Abromaitis, Bailey, Benedict, Berry, Cicchetti, Donich, Downey, Ferris, Gatling, Gelfenbien, Jacobs, Leonardi, Martinez, Napolitano, Saslow, and James Bentivegna, who represents the Governor's Office.

Matters that would result in the disclosure of public records described in Section 1-19 (b) of the Connecticut General Statutes were discussed. President Austin, Interim Chancellor and Provost for University Affairs Maryanski, Vice President for Institutional Advancement Allenby, Vice President for Financial Planning and Management Aronson, Vice Chancellor for Business and Administration Dreyfuss, Vice Chancellor for Student Affairs Triponey, Assistant Vice Chancellor Miller, Assistant Attorney General Shapiro, Assistant Attorney General McCarthy, Dr. Schurin, Mr. Schilling and Attorney Jack Reid, representing the law firm of Gordon, Muir and Foley, were present for this discussion.

Executive Session ended at 11:55 a.m. and the Board returned to Open Session at 1:05 p.m. Trustee Treibick participated by telephone. Dean Peter Deckers joined the meeting at this time.

A. The **Report of the Chairman** included the following items:

Chairman Gelfenbien welcomed the Board to the Hartford Campus. He congratulated the Women's Basketball Team for their championship season, but noted that the team would be recognized at the May 8 Board meeting.

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The following members of the public addressed the Board on the topics noted:

- Peggy Beckett-Rinker, Executive Director, UCPEA, speaking on behalf of M. Kevin Fahey, President of UCPEA Diversity
- Tristram Carpenter, AFSCME UConn Health Center
Faculty Association
- Dr. Donald Kreutzer, UConn Health Center UConn Health Center
Faculty Association

When provided, copies of individual public statements are attached to the file copy of the Board minutes.

Chairman Gelfenbien thanked Interim Director Glen Richardson, staff, and students at the Hartford Campus for hosting the Board meeting. Chairman Gelfenbien introduced Mr. Richardson, who welcomed the Board to the Hartford Campus.

Chairman Gelfenbien introduced the faculty members designated "Board of Trustees Distinguished Professors." They include: Stanley Biggs, Professor of Accounting; Lynn Bloom, Professor of English; Joseph Renzulli, Professor of Educational Leadership; Bruce Stave, Professor of History; and Michael Turvey, Professor of Psychology. Howard Lasnik, Professor of Linguistics is on sabbatical at Stanford University and was unable to attend. Chairman Gelfenbien noted that the Board officially awarded these faculty their designation at the February 2 Board meeting, but because of logistical difficulties many were unable to attend. On April 3, the Distinguished Professors were honored by their peers and families at a special ceremony held at the William Benton Museum of Art.

Chairman Gelfenbien called upon Interim Chancellor Maryanski to introduce each Board of Trustees Distinguished Professor to the Board. Each gave a brief presentation of their research activities. Copies of the Handouts are attached to the file copy of the Board minutes.

After the presentations were made, Interim Chancellor Maryanski offered the following resolution:

**UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES
DISTINGUISHED PROFESSORS**

WHEREAS, Distinguished Professors Stanley Biggs, Lynn Bloom, Howard Lasnik, Joseph Renzulli, Bruce Stave and Michael Turvey have had illustrious academic careers while Professors at the University of Connecticut;

WHEREAS, They have established themselves as national leaders in their fields of scholarship, thereby bringing national and international recognition not only to themselves and their academic departments, but to the University of Connecticut as a whole;

WHEREAS, They have been models of exemplary service to their disciplines, the University of Connecticut, and their state and nation;

WHEREAS, They have been selected for this award as a result of an arduous selection process from among the most outstanding of their University of Connecticut Full Professor peers;

THEREFORE, BE IT RESOLVED, That the University of Connecticut Board of Trustees congratulates them on their outstanding long term achievements to the University of Connecticut; and commends their dedication to their profession, their students, their institution and their country; and

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BE IT FURTHER RESOLVED, That the University of Connecticut Board of Trustees hereby confers upon Drs. Biggs, Bloom, Lasnik, Renzulli, Stave and Turvey the title of "University of Connecticut Board of Trustees Distinguished Professor"; and

BE IT FURTHER RESOLVED, That a copy of these resolutions be spread upon the minutes of this meeting and a copy be given to Professors Biggs, Bloom, Lasnik, Renzulli, Stave and Turvey.

On a motion by Mrs. Berry, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the resolution for the Board of Trustees Distinguished Professors. Chairman Gelfenbien presented each faculty member with a framed resolution.

Chairman Gelfenbien thanked Mrs. Berry for representing the trustees at the Scholars Day ceremony held on April 12 at Jorgensen Auditorium.

Assistant Attorney General McCarthy left the meeting at this time.

Chairman Gelfenbien introduced Ms. Irene Q. Conlon, Director, Office of Diversity and Equity, who presented the Annual Report on Diversity and Affirmative Action. Ms. Conlon introduced Ms. Francine Dew, Manager, Office of Diversity Programs at the Health Center. A copy of the Handout is attached to the file copy of the Board minutes.

Vice-Chair Leonardi asked for information regarding the percentage of tenured female faculty and the percentage of tenured minority faculty compared to the percentage of the total number of tenured faculty at the University. Ms. Conlon responded that she did not have that information at hand. Vice-Chair Leonardi asked Ms. Conlon to provide the Board with those figures as well as the trend. Ms. Conlon noted that the abridged version of the Affirmative Action Plan will include this data.

Dr. Jacobs referred to the Full and Part Time Workforce – Total University – 1991-1999 Chart on page 2 of the handout. Dr. Jacobs noted that between 1991 and 1999 there has only been a slight increase, from 12.4% to 13.8%, in the number of minority hires. Dr. Jacobs asked Ms. Conlon to project the percentage of minorities by 2010 and to outline what measures will be taken to accomplish this goal.

Ms. Conlon referred to the Potential Growth of Minority Workforce Chart for Storrs-based Programs on page 12, which excluded the Health Center. The Chart projected an increase of 25 minority employees each year for the next five years or 17-18% of the total University workforce. Ms. Conlon emphasized that the University was moving slowly in a positive direction. For example, for the Storrs-based programs, the total workforce grew by 3.8% and the minority workforce grew by approximately 5%.

Dr. Jacobs suggested that Ms. Conlon present reports that project future trends rather than historical data, which will illustrate the University's strategic goals and enable the Board to respond to current hiring trends.

Chairman Gelfenbien raised concerns about the lack of progress in hiring women and minorities. He asked Ms. Conlon and Ms. Dew to develop a comprehensive plan that integrates realistic hiring goals, appropriate timetables, and steps to accomplish the proposed goals. Chairman Gelfenbien expressed concern about ways to effectively measure the University's progress of hiring and retaining employees.

Ms. Conlon agreed that the University must consider a more comprehensive approach that considers all factors affecting hiring opportunities and retention.

Vice-Chair Leonardi asked whether Ms. Conlon tracked the retention rate of minorities vs. the remaining workforce. She raised concerns about employee satisfaction and employee turnover rates. Ms. Conlon reported that her staff reviews employee separations and the reasons for separations once a year in preparation of the Affirmative Action Plan. Ms. Conlon cautioned that not all employees reveal their reasons for separation during the exit interview.

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Vice-Chair Leonardi asked if Ms. Conlon monitored the turnover rates of women and minorities vs. the remaining workforce. Ms. Conlon responded that her staff does track this information and the statistics show that there is a greater adverse impact in the turnover rate for women and minorities, because their overall numbers are small in comparison to the overall workforce.

Mr. Downey made general comments regarding the Board's annual discussion of the University's performance and agreed that the Office of Diversity and Equity has many challenges ahead. He commended the Division of Athletics for achieving gender equity and for serving as a model for the rest of the country. Mr. Downey also expressed his appreciation to Ms. Conlon for her presentation at the first School of Law Dean's search committee meeting, in which she discussed opportunities for diversity and encouraged alternate methods of recruitment for women and minorities.

Mr. Napolitano noted that the Office of Diversity and Equity sets hiring standards for departments and reports hiring data, but does not have the authority to enforce who is hired. Mr. Napolitano stated that each division must be committed to diversity and be made accountable if progress is not achieved. He suggested that the Office of Diversity and Equity establish goals for each unit, school or college for a specific period of time and then hold the administrators accountable if goals are not met.

Ms. Conlon added that she has discussed strategic workforce planning and workforce assessment with many departments, but recommended that accountability be tied to incentives and disincentives.

Ms. Benedict asked Ms. Conlon to provide more information on what the incentives and disincentives would be and how they would be applied. Ms. Benedict also asked if units, schools or colleges were mandated to include a diversity statement in their strategic plan.

Ms. Conlon responded that with respect to academic units, the diversity statement is an integral part of each school or college's strategic plan. The Chancellor's Office has counseled the deans and directors on that particular issue. Ms. Conlon noted that the University must increase its minority workforce without imposing "set aside" or "add on" programs. Ms. Conlon expressed a need for building diversity goals into each unit's strategic plan in lieu of establishing specific diversity plans for every unit on campus.

Ms. Benedict asked if units were mandated to report to the Office of Diversity and Equity a comprehensive plan designed to improve diversity or were they required to report basic search information. Ms. Benedict encouraged active participation from the ground up. Ms. Conlon responded that many unit heads are committed to diversity and have developed goals for their unit.

Ms. Gatling raised concerns about diversity training and asked Ms. Conlon if the University had a specific plan.

Ms. Conlon responded that her Office is in the process of developing a plan for needs assessment and skills for the University's diverse population. She noted that it was essential for her staff to ascertain what kinds of skills are needed and who needs training. For example, some employees only work with students and some work with a varied population. Ms. Conlon indicated that her office must define the University's needs and find the resources to develop the programs.

Chairman Gelfenbien agreed that the University was faced with the difficult challenge of diversifying its workforce at the administrative, faculty and staff levels. He was particularly concerned that only 28% of the faculty were women and asked if the shortage was due to availability or to missed opportunities.

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Ms. Conlon responded that the shortage of women in the faculty ranks was a result of both factors. For example, in the field of engineering or physics, women are not well represented. In certain fields, it is important for search committees to utilize contacts in the field. Similarly, if women are not currently in the national or international candidate pools, then the University should consider grooming students from its undergraduate and graduate programs.

Chairman Gelfenbien asked if there were women available in the faculty ranks. Ms. Conlon responded that the percentage was very small.

President Austin reaffirmed his commitment to diversity and raised concerns about the lack of progress in the faculty and staff ranks. He stated that his top priority will be to develop a more comprehensive diversity plan and a formal training program. President Austin expressed his commitment to realigning resources to areas that need support in achieving this important objective. President Austin conceded that a large part of the problem with faculty appointments is the lengthy search process and the varied academic disciplines. In addition, President Austin expressed a need for a regulatory function within the Office of Diversity and Equity. President Austin was pleased to announce that greater diversity has been achieved in the recruitment of students at Storrs and in the Dental Medicine and Medicine programs at the Health Center.

Chairman Gelfenbien thanked Ms. Conlon and Ms. Dew for their reports and noted that the Board looked forward to an integrated report next year, which will show substantial improvements and systematic objectives.

1. On a motion by Mr. Treibick, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the minutes of the meetings of December 21, 1999 and January 11, 2000.
2. On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the following items listed on the Consent Agenda as follows:
 - (a) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the Contracts and Agreements for Storrs and the Health Center. (James Bentivegna abstained on item HC 9 of the Health Center Contracts and Agreements \$5,000 and Under for Information.) (Attachment 1)
 - (b) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the Medical Staff Appointments for January and February 2000 (previously approved by the Health Affairs Committee). (Attachment 2)
 - (c) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the Finding of No Significant Impact (FONSI) for the construction of an Agricultural Arena. (Attachment 3)
 - (d) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the sale of a parcel of land, consisting of approximately one-half acre, known as Lot 6 on the Town of Mansfield Map No. 23, located about a half mile south of the University of Connecticut campus on Storrs Road. (Attachment 4)

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- (e) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the transfer of up to \$50,000, for the period July 1, 2000 to June 30, 2001, from University Dentists to the University of Connecticut Health Center Finance Corporation to fund functions consistent with Section 10a-257 of the Connecticut General Statutes. Monies will be transferred to the UCHC Finance Corporation on an as-needed basis during the fiscal year. (Attachment 5)
- (f) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the transfer of up to \$10,750,500, for the period July 1, 2000 to June 30, 2001, from the John Dempsey Hospital to the University of Connecticut Health Center Finance Corporation to fund functions as set forth in Section 10a-250 et seq. of the Connecticut General Statutes. This transfer will be accomplished at the rate of \$2,687,625 per quarter. (Dr. Jacobs abstained on this item.) (Attachment 6)
- (g) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the transfer of up to \$4,481,000 for the period July 1, 2000 to June 30, 2001, from the UConn Medical Group to the University of Connecticut Health Center Finance Corporation to fund functions consistent with Section 10a-257 of the Connecticut General Statutes. Monies will be transferred to the UCHC Finance Corporation on an as-needed basis during the fiscal year. (Attachment 7)
- (h) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to authorize the University of Connecticut Health Center through its clinical activities, operating as the University of Connecticut Health System, to contract with the University of Connecticut Health Center Finance Corporation to support the pharmacy management and purchase of pharmaceuticals for the Correctional Managed Health Care Program, and that the Health Center is further authorized to transfer up to \$12,500,000, for the period July 1, 2000 to June 30, 2001, to finance this contract. Monies will be transferred to the UCHC Finance Corporation on an as-needed basis during the fiscal year. (Attachment 8)
- (i) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the transfer of up to an additional \$2,000,000, for the period July 1, 1999 to June 30, 2000, to support the pharmacy management and purchase of pharmaceuticals for the Correctional Managed Health Care Program, from the University of Connecticut Health Center through its clinical activities operating as the University of Connecticut Health System, to the University of Connecticut Health Center Finance Corporation. Monies will be transferred to the UCHC Finance Corporation on an as-needed basis during the fiscal year. (Attachment 9)
- (j) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the establishment of a Bachelor of Science in Biomedical Engineering degree in the School of Engineering. (Attachment 10)

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- (k) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the establishment of a Bachelor of Science in Engineering Physics as a joint degree of the School of Engineering and the College of Liberal Arts and Sciences. (Attachment 11)
- (l) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the establishment of a Master of Science in Technology Management as a degree of the School of Business Administration, with the potential to be offered in all three School of Business Administration sites, Storrs, the Tri-Campus, and Stamford. (Attachment 12)
- (m) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the establishment of a dual degree program combining the Master of Business Administration and the Master of Science in Accounting, in Storrs, the Tri-Campus, and Stamford. (Attachment 13)
- (n) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the notification to change Article XII.B.6, of the University of Connecticut Laws and By-Laws to remove that section's reference to the "Division of Extended and Continuing Education" and to rename that former Division, the "College of Continuing Studies." (Attachment 14)
- (o) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the changing of the name of the Department of Sport, Leisure, and Exercise Sciences within the Neag School of Education, to the Department of Kinesiology. (Attachment 15)
- (p) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the change of the name of the present Department of Electrical and Systems Engineering within the School of Engineering, to the Department of Electrical and Computer Engineering. (Attachment 16)
- (q) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the change of the name of the major, "Classics" within the College of Liberal Arts and Sciences, to "Classics and Ancient Mediterranean Studies. (Attachment 17)
- (r) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to approve the four year agreement with the Union of Needle Trades, Industrial and Textile Employees, AFL-CIO, CLC representing the University's 134 non-State food service workers. (Distributed separately)
- (r) On a motion by Ms. Bailey, seconded by Mr. Napolitano, **THE BOARD VOTED** to accept gifts and donations totaling \$5,973,852 made to and on behalf of the University of Connecticut by donors, the University of Connecticut Foundation, Inc., and the University of Connecticut Law School Foundation, Inc. for the period June 30, 1999 to December 31, 1999. (Attachment 18)

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3. On a motion by Mrs. Berry, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the formal lists of awards of promotion, tenure, and reappointment, and sabbatic leaves. Background information listed as **Attachment 19** is attached to the file copy of the Board minutes. Specific pages from the promotion, tenure, and reappointment lists for Storrs and the Health Center were amended and presented as handouts. Copies of the Handouts are attached to the file copy of the Board minutes.
4. On a motion by Ms. Leonardi, seconded by Mr. Martinez, **THE BOARD VOTED** to approve the list of Candidates for Commencement. Background information listed as **Attachment 20** is attached to the file copy of the Board minutes.
5. Chairman Gelfenbien announced the 2000 Commencement Schedule. The Undergraduate ceremonies will be held at 10:00 a.m. and 3:00 p.m. on Saturday, May 20 at Gampel Pavilion in Storrs, Connecticut. The Graduate ceremony will be held at 3:00 p.m. on Sunday, May 21 at Gampel Pavilion. The School of Law ceremony will be held at 10:30 a.m. on Sunday, May 21 at the Law School in Hartford, Connecticut. The Schools of Dental Medicine and Medicine ceremonies will be held at 5:30 p.m. on Thursday, May 25 at the University of Connecticut Health Center in Farmington, Connecticut.

Chairman Gelfenbien asked Dr. Ronald Schurin to announce the names of the Commencement speakers and honorary degree recipients. Dr. Schurin directed trustees to two handouts at their places. On Saturday, May 20 United States Senator Christopher J. Dodd will be the Undergraduate speaker for both the morning and afternoon ceremonies and the recipient of an honorary Doctor of Laws degree. Dr. Sheila E. Widnall, Institute Professor of Aeronautics and Astronautics at the Massachusetts Institute of Technology and former Secretary of the United States Air Force, will be awarded an honorary Doctor of Science degree during the morning ceremony. Mr. Robert G. Burton, former Chairman of the Board, Chief Executive Officer and President of World Color Press, Inc., will be awarded an honorary Doctor of Humane Letters degree during the afternoon ceremony. Also, Lionel H. Olmer, Esq., Senior Partner, Paul Weiss, Rifkind, Wharton and Garrison, former Undersecretary of Commerce and UConn alumnus, will be awarded an honorary Doctor of Laws degree during the afternoon ceremony.

On Sunday, May 21, Dr. Rita R. Colwell, Director, National Science Foundation, will be the Graduate speaker and the recipient of an honorary Doctor of Science degree. Dr. Jules B. LaPidus, President, Council of Graduate Schools, will be awarded an honorary Doctor of Laws degree. Also on Sunday, May 21, the School of Law will honor The Honorable Harold Hongju Koh, Assistant Secretary of State for Democracy, Human Rights and Labor, as its Commencement speaker and recipient of an honorary Doctor of Laws degree.

On Thursday, May 25, the Schools of Medicine and Dental Medicine will hold their ceremonies at the University of Connecticut Health Center. Dr. Harvey Sadow, retired Chairman and Chief Executive Officer, Boehringer Ingelheim Corporation, will be awarded an honorary Doctor of Science degree. On a motion by Ms. Bailey, seconded by Mr. Martinez, **THE BOARD VOTED** to approve the list of Commencement speakers and honorary degree recipients. Copies of the Handouts are attached to the file copy of the Board minutes.

- B. The **Report of the President** included the following items:
 1. President Austin recognized the importance of two naming opportunities at the University. The first recommendation is to acknowledge the generous donation made by Philip and Christine Lodewick for the construction of a new visitors center. On a motion by

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Ms. Leonardi, seconded by Mrs. Berry, **THE BOARD VOTED** to authorize naming the University of Connecticut Visitors Center, already under construction, the Philip and Christine Lodewick Visitors Center. Background information listed as **Attachment 21** is attached to the file copy of the Board minutes.

2. The second opportunity is to honor a substantial gift from Emeritus Professor Nafe Katter for the construction of a thrust stage and theatre facility in the School of Fine Arts. On a motion by Ms. Leonardi, seconded by Mrs. Berry, **THE BOARD VOTED** to authorize naming the thrust theatre, construction beginning in 2001, in the Music and Drama Building as the Nafe Katter Theatre. Background information listed as **Attachment 22** is attached to the file copy of the Board minutes.
3. President Austin noted that the Board would receive a report later in the meeting on institutional advancement matters from Trustee Treibick and Vice President Allenby. President Austin reported that recent philanthropic gifts have supported many of the University's academic programs. Particular attention has been made to those donations made by individuals who have no apparent connection to the University. Among those are Raymond and Beverly Sackler, who represent successful individuals and prominent philanthropists of various distinguished institutions. They have endowed activities at the Storrs campus and also at the Health Center. This evening, Commissioner Henry Lee will give a talk as part of the Sacklers lecture series.
4. President Austin called upon Interim Chancellor Maryanski to introduce the resolution regarding the relocation of the Waterbury Campus. Interim Chancellor Maryanski directed trustee attention to a handout at their places. Interim Chancellor Maryanski asked the Board for a motion to put the following recommendation on the agenda for approval:

On a motion by Mr. Cicchetti, seconded by Ms. Bailey, **THE BOARD VOTED** to add to the agenda a resolution to approve the relocation of the University of Connecticut – Waterbury regional campus from the Hillside Historic District site to downtown Waterbury.

On a motion by Mr. Cicchetti, seconded by Ms. Bailey, **THE BOARD VOTED** to approve the relocation of the University of Connecticut – Waterbury regional campus from the Hillside Historic District site to downtown Waterbury.

A copy of the Handout is attached to the file copy of the Board minutes.

Trustee Napolitano asked Interim Chancellor Maryanski to address the timetable for the relocation. Interim Chancellor Maryanski responded that the planning process is underway and he anticipated that the new building will be complete in two to three years.

Trustee Ferris asked where the new visitors center would be located. President Austin responded that the visitors center will be located next to the new parking garage and across from the Police Department on North Eagleville Road.

C. Vice-Chair Berry's **Report of the Academic Affairs Committee** included the following items:

1. Vice-Chair Berry asked for a motion to put the following resolution on the agenda for approval:

On a motion by Mrs. Berry, seconded by Mrs. Ferris, **THE BOARD VOTED** to add to the agenda a resolution to approve the establishment of a Bachelor of Science in Business Administration, to be offered at the Waterbury Campus, within the Tri-Campus.

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On a motion by Mrs. Berry, seconded by Mrs. Ferris, **THE BOARD VOTED** to approve the establishment of a Bachelor of Science in Business Administration, to be offered at the Waterbury Campus, within the Tri-Campus.

A copy of the Handout is attached to the file copy of the Board minutes.

D. Vice-Chair Jacobs' **Report of the Financial Affairs Committee** included the following items:

1. Vice-Chair Jacobs reported that the Financial Affairs Committee met this morning. Associate Vice Chancellor for Financial Planning and Budget Maloney gave a brief financial presentation on the Monthly Performance Charts. Vice-Chair Jacobs thanked Associate Vice Chancellor Maloney and his staff for preparing the Charts.
2. The Financial Affairs Committee approved the following resolutions:

On a motion by Dr. Jacobs, seconded by Mr. Martinez, **THE BOARD VOTED** to approve a Capital Budget in the amount of \$100,000,000 in UCONN 2000 General Obligation Bonds for the fiscal year 2000-01. Background information listed as **Attachment 23** is attached to the file copy of the Board minutes.

On a motion by Dr. Jacobs, seconded by Mrs. Gatling, **THE BOARD VOTED** to rescind the action taken at its July 20, 1998 meeting approving a tuition increase of 3.0% for FY 2000-01, thereby reverting to the FY 1999-2000 tuition rates, predicated upon approval by the Legislature of a tuition freeze for the University for FY 2000-01 as contained in the Senate Bill No. 104 for the Biennium ending June 30, 2001. Background information listed as **Attachment 24** is attached to the file copy of the Board minutes.

On a motion by Dr. Jacobs, seconded by Mr. Downey, **THE BOARD VOTED** to approve increases in rental rates for the Fiscal Year 2000-2001 as indicated for the following residential properties:

1. Residential Single and Multi-family – 2.1%
2. Mansfield Apartments – 2.7%
3. Northwood Apartments 10.0%
4. Lakeside Guest Facility – 2.7%
5. Greek Houses – 2.7%

Background information listed as **Attachment 25** is attached to the file copy of the Board minutes.

On a motion by Dr. Jacobs, seconded by Mrs. Berry, **THE BOARD VOTED** to approve the Second Supplemental Indenture authorizing the University of Connecticut Special Obligation Student Fee Revenue Bonds, 2000 Series A (& B). The Second Supplemental Indenture provides: (a) for the second bond issuance under the Master Special Obligation Student Fee Revenue Bonds Indenture of Trust, authorizing the issuance of an amount not to exceed \$90,000,000 plus cost of issuance, and any required reserves, including a review and determination of self sufficiency and compliance with the rate covenant as required by Connecticut General Statute 10a-109g(i) to support the use of a Special Capital Reserve Fund if approved by the State Treasurer, and (b) for the revision of the UCONN 2000 Projects in accordance with Connecticut General Statute 10a-109e(d) to include within the Hilltop Dormitory New Project, the Hilltop Student Rental Apartments. Background information listed as **Attachment 26** is attached to the file copy of the Board minutes.

Vice-Chair Jacobs noted that the Second Supplemental Indenture will provide funding for the Hilltop Dormitory New Project, the Hilltop Student Rental Apartments, which will include 970

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non-dormitory units, and the South Parking Garage, which will include 1,500 spaces in addition to approximately 60,000 sq. ft. of commercial space next to Gampel Pavilion. Mr. Napolitano asked where the South Parking Garage would be located. Chairman Gelfenbien responded that the Garage will be built between Gampel Pavilion and McMahon Residence Hall along Hillside Road.

E. Vice-Chair Leonardi's **Report of the Health Affairs Committee** included the following items:

1. Vice-Chair Leonardi reported that both the Joint Conference Committee and the Health Affairs Committee have met since the February 2 Board meeting. Vice-Chair Leonardi reported that a cost reduction/stabilization plan was presented to various legislative leaders and administrative personnel. She noted that copies were available to the public.
2. Vice-Chair Leonardi introduced Ms. Susan Whetstone, former chief administrative officer of the City of New Haven. Ms. Whetstone has been appointed as Director of Operational Improvements at the Health Center. Vice-Chair also introduced Mr. Daniel Upton as Interim Chief Financial Officer.
3. Vice-Chair Leonardi asked Vice President Aronson to provide a brief report on the status of the fiscal matters at the Health Center. Vice President Aronson reported that the administration has offset the \$21 million budget shortfall by achieving \$12.5 million in savings and \$4 million in restructuring costs, which leaves an estimated \$12.5 million in the budget shortfall. Currently, the projection for next year's shortfall is \$4.5 million. Vice President Aronson confirmed that the budget projections are stable and the savings plan is taking hold. For the past two months, the figures show a slight gain above the monthly projections. With the new fiscal reporting system, the administration can now track against monthly projections. The administration is in the process of developing an elaborate tracking system for all cost savings measures, which will show monthly status reports in addition to the normal monthly financial reports. This new reporting structure will allow easy public access. Vice President Aronson emphasized the critical importance of building public confidence not only in the financial information but in the leadership at the Health Center. She commended everyone at the Health Center for their patience and perseverance in maintaining a positive image and ensuring the quality of patient care and excellence in teaching and research.
4. Vice-Chair Leonardi reported that the administration is currently in the process of developing short- and long-term strategic plans for education research and in soliciting input from the stakeholders. She anticipated that this information will be available prior to the Health Center's budget meeting on June 6. Vice-Chair Leonardi strongly encouraged all Board members to attend this very important meeting. At this meeting, Board members will have an opportunity to address questions relating to the financial status and direction of the Health Center.
5. Vice-Chair Leonardi reported that gap funding is in the proposed budget before the Legislature. The administration has yet to finalize various proposals on the table regarding increased accountability, including reporting requirements and oversight mechanisms. Vice-Chair Leonardi assured the Board that the administration will continue to work with State leadership on ways to report accurate and timely data regarding the current operations and future strategies. Monthly reports will be given to the Education and Appropriations Committee, the Public Health Committee, the Office of Health Care Access, the Office of Policy Management, and the Department of Higher Education. The administration will work on a proposed oversight structure that preserves a clear line of authority for the Board of Trustees and the University leadership.

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Dr. Jacobs acknowledged the hard work of the administration and the Health Center staff in educating the media and the public about the educational opportunities and patient services the Health Center has continued to provide to the citizens of the State.

Mr. Abromaitis suggested that the Health Center administration provide regular presentations on community outreach to the full Board. Chairman Gelfenbien concurred.

F. Vice-Chair Bailey's **Report of the Student Life Committee** included the following items:

1. Vice-Chair Bailey reported that the Student Life Committee met twice since the February 2 Board meeting. The Student Life Committee held public forums on the student conduct code on March 2 and a special meeting on March 30, which addressed the final draft. The Committee heard comments from trustees, representatives from the Town of Mansfield, students, faculty, staff, and members of the Code of Conduct Review Committee. Vice-Chair Bailey directed trustee attention to a letter from Ms. Elizabeth C. Paterson, Mayor of the Town of Mansfield, in which she wrote on behalf of the Mansfield Town Council in support of the new Student Code of Conduct. Vice-Chair Bailey was confident that all the students' concerns were addressed. She acknowledged the hard work and commitment of the Code Committee.
2. Vice-Chair Bailey asked Ms. Peggy Jablonski, Interim Associate Vice Chancellor for Student Affairs and Acting Dean of Students, to provide a brief overview of the Committee's work. Ms. Jablonski reported that the Code of Conduct Review Committee included student, faculty, and staff representatives, who worked in conjunction with the Student Life Committee. The Code Committee solicited feedback from all sectors of the community, which included internal and external constituents. The Committee held over 30 focus groups, several public forums, and met with several governance groups on campus, e.g., the Undergraduate Student Government, the Graduate Student Senate, and the University Senate. Ms. Jablonski expressed her appreciation to the members of the Code and Student Life Committees for their contributions during the exhaustive review process. She thanked the student trustees for their constructive criticisms and overall concern for student rights and active participation.

Ms. Jablonski briefly cited the major changes of the new Student Code of Conduct. The most significant change is the provision involving off-campus jurisdiction in cases where the alleged misconduct has an adverse impact on the University or its community. This provision will be reviewed annually to ensure effective implementation. Ms. Jablonski noted that students will have input in this review process and she also welcomed comments from the Board. The second major change is the inclusion of Student Peer Hearing Boards as one of two types of discipline bodies in the judicial process. Peer hearing boards will consider less serious conduct cases. This body may impose less severe sanctions and make recommendations to the Dean of Students regarding more serious charges. The third major change is the establishment of a mediation process as an alternative, less formal method of dispute resolution. Faculty, staff and students will be trained to be mediators for lesser offenses. In concluding her report, Ms. Jablonski thanked the Board for endorsing the work of the Committee.

On a motion by Ms. Bailey, seconded by Mr. Martinez, **THE BOARD VOTED** to approve the adoption of a new code of student conduct entitled, *Responsibilities of Community Life: The Student Code*, which will replace the Student Conduct Code approved by the Board on June 14, 1991 and amended by it on May 10, 1996. This new Code would be effective with the start of the Fall 2000 semester. Background information listed as **Attachment 27** is attached to the file copy of the Board minutes.

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Mr. Donich expressed his appreciation to Ms. Jablonski for her extraordinary oversight of the Committee during the last several months. Mr. Donich conceded that the new Code was not a perfect document but was confident with the exhaustive compilation of thought-provoking feedback from the community. He emphasized the need for immediate implementation in order to begin measuring the Code's effectiveness.

Mrs. Gatling raised concerns regarding the provision pertaining to parental notification. In reading this provision herself, she was unsure if parents would understand that they would not be notified if their son or daughter was involved in a disciplinary case. As a remedy, she suggested that a cover letter be sent with a copy of the Code to the parents or guardians encouraging them to discuss with each student all aspects of college life, including disciplinary action. Mrs. Gatling also recommended that the administration monitor the status of each student who faces possible dismissal, especially those who have not contacted a parent or legal guardian. In these cases, she suggested that appropriate personnel maintain contact with students during the disciplinary hearing review process. In addition, Mrs. Gatling recommended that students have an opportunity to discuss their situation with a counselor, who will assess the progress of each student.

Mr. Napolitano asked the Board to review the new Code, in particular, the preamble as it was written by students and represents each student's responsibility as a member of the University community.

Ms. Benedict expressed her appreciation to all members of the Code and Student Life Committees. She emphasized the critical importance of implementing the new Code and involving students in the discipline process. Ms. Benedict noted that at the outset, students were not comfortable with the off-campus jurisdiction, but realized that it was a reasonable provision designed to protect the community. The Committee allayed student concerns by including a statement to annually review the provision for off-campus jurisdiction. Ms. Benedict noted that the provisions regarding student peer hearing boards and mediation services were well received by students.

Vice-Chair Bailey expressed her satisfaction with the process and the final version of the Code. She noted that it will serve the University's very unique intellectual and dynamic community.

Dr. Jacobs asked if each student will receive a copy of the new Code. Ms. Jablonski responded that each student will receive a copy of the new Code this summer. She thanked Mrs. Gatling for her suggestion to enclose a letter to the parents or guardians.

Vice-Chair Bailey asked Ms. Tiffany Burkitt and Ms. Susan Bruce, members of the Code of Conduct Review Committee, to stand up and be acknowledged for their extraordinary efforts.

Chairman Gelfenbien expressed his gratitude for the contributions of all involved in the revision process.

G. Vice-Chair Treibick's **Report of the Institutional Advancement Committee** included the following items:

1. Vice-Chair Treibick reported that the Institutional Advancement Committee met on Monday, April 3. Mr. Treibick directed trustee attention to several naming opportunities in Attachment 28 and Development Reports in Attachment 29 of the agenda.

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On a motion by Mr. Treibick, seconded by Mr. Downey, **THE BOARD VOTED** to authorize naming Room 463, on the 4th floor in the new School of Business Administration Building as the Denis M. McCarthy Finance Conference Room.

On a motion by Mr. Treibick, seconded by Mr. Downey, **THE BOARD VOTED** to authorize naming Room 112, on the 1st floor in the new School of Business Building as the Ted Rosenberg and Mary McVay Classroom.

On a motion by Mr. Treibick, seconded by Mr. Downey, **THE BOARD VOTED** to authorize naming Room 118, on the 1st floor in the new School of Business Building as the Jonathan and Beverly Schofield Student Leadership Center.

On a motion by Mr. Treibick, seconded by Mr. Downey, **THE BOARD VOTED** to authorize naming Room 110, on the 1st floor in the new School of Business Building as the Louis H. Ulizio, Jr. Student Breakout Room.

On a motion by Mr. Treibick, seconded by Mr. Downey, **THE BOARD VOTED** to authorize naming Room 426, on the 4th floor in the new School of Business Administration Building as the The Handler Family Accounting Faculty Office.

Background information listed as **Attachment 28** is attached to the file copy of the Board minutes.

2. Vice-Chair Treibick introduced Vice President Allenby, who briefly discussed the Development Reports for the Eight Months Ending February 29, 2000. Background information listed as **Attachment 29** is attached to the file copy of the Board minutes.

Vice President Allenby gave a presentation on the Institutional Advancement's Five Year Progress Report. A copy of the Handout is attached to the file copy of the Board minutes.

President Austin asked Vice President Allenby if the FY 2000 Asset Growth projection of \$266 million in Chart 20 on page 10 of the handout represents actual cash or commitments. Vice President Allenby confirmed that this amount represents cash. President Austin emphasized the impressive growth, especially after the University received an unprecedented \$23 million from alumnus Ray Neag. President Austin congratulated Vice President Allenby, Mr. David Marks, and others for the Foundation's success.

Chairman Gelfenbien asked Vice President Allenby to present next year a similar report on pledges and commitments.

Vice-Chair Leonardi congratulated Vice President Allenby, his staff and the Institutional Advancement Committee for their outstanding fundraising efforts and substantial progress in reaching their projected goals over the past several years.

Dr. Jacobs asked if potential students and parents will receive information about the new Visitors Center. Vice President Allenby asked Mr. Scott Brohinsky, Director of University Communications, to address the services that will be provided by the Visitor's Center. Mr. Brohinsky reported that the Visitor's Center is expected to open in Fall 2000. The Center will staff students who will introduce all visitors to the University. A variety of brochures, pamphlets, and other written materials about the University as well as video presentations will be available. Tours, either self-guided or student-led, will be offered as well. Mr. Brohinsky noted that all undergraduate admissions tours will begin from the Visitors Center.

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In response to Chairman Gelfenbien's request for a report on financial commitments, Vice President Allenby noted that item 6 of the Development Reports for the Eight Months Ending February 29, 2000 in Attachment 29 reports new business or new commitments. Vice President Allenby explained that new business represents the total gifts received less gift receipts that were payments on pledges recorded in a prior fiscal year plus the unpaid balance of documented pledges recorded during the current fiscal year. This tracking method enables the Foundation to monitor activity growth. This report demonstrates that there has been a 100% increase each month over the past six months. Over the long-term, the Foundation will be able to predict more accurately what the revenue stream will be for the institution, endowments, and operating support.

Chairman Gelfenbien asked how much cash the University would have by June 30. Vice President Allenby responded that the University will have approximately \$32 million. Chairman Gelfenbien commented that this amount was not 50% of the total for the period ending March 31. Vice President Allenby clarified that the Foundation's goal was a 25% increase. He assured the Board that the Foundation would meet its goal.

Chairman Gelfenbien asked what the commitments would be by June 30. Vice President Allenby responded that the Foundation expects to achieve in excess of \$100 million, with approximately \$80 million in campaign commitments.

Vice President Allenby noted that effective January 1, the Foundation began working actively with the Health Center leadership to develop a fundraising program.

Chairman Gelfenbien expressed his appreciation and gratitude to all the members of the Board of Trustees for their commitment and contributions to the University.

Chairman Gelfenbien announced that there will be a May 8 Board meeting, beginning with a luncheon at 12:00 noon followed by a Board meeting at 1:00 p.m. in the South Campus Ballroom (Rome Commons) in Storrs. Chairman Gelfenbien noted that the Budget Workshop has been changed from Sunday evening, June 11 and Monday, June 12 to Thursday, June 29. Chairman Gelfenbien also noted that the Board meeting scheduled for Monday, July 31 has been changed to Tuesday, August 1 at 1:00 p.m. at the University of Connecticut at Avery Point, Groton, Connecticut.

There being no further business appearing, the Board meeting adjourned at 3:30 p.m.

Respectfully submitted,



Louise M. Bailey
Secretary