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

Held at the School of Law

April 11, 1975

The meeting was called to order at 9:35 a.m. by Chairman Gordon W. Tasker. Trustees present were: Messrs. Carlson, Kozloski, McCormick, Nielsen, Stroh, Tasker, Taylor, and Wilber. Messrs. Kleban, Shedd, and Rich joined the group a few minutes after the meeting had started. Governor Grasso arrived at 1:25 p.m. when the meeting was reconvened in executive session.

Trustees absent were: Mrs. Jorgensen and Mrs. Kronholm.

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

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

1. The Dean of the Law School, Mr. Phillip Blumberg, welcoming the Trustees, expressed his pleasure that the Board's monthly meeting was being held in the School of Law.
2. After accepting the corrections in the minutes of the last meeting - page 5848 C, Sections 10-14le, page 5858 #28 Surgery, page 5861 #11 Assistant Clinical Professor, on a motion by Mr. Kozloski, seconded by Mr. McCormick, THE BOARD VOTED to approve the minutes of the meeting of March 14, 1975 as corrected.
3. On the motion by Mr. Nielsen, seconded by Mr. Kozloski, THE BOARD VOTED to approve the awarding of degrees to persons who are certified by the Registrar and the appropriate Deans as having fulfilled the requirements on Commencement Day, May 18th. A list of those qualifying will appear in the Commencement Program, copies of which will be distributed at that time.

4. Following an explanation and recommendation by Vice President Wilson, on a motion by Mr. Kozloski, seconded by Mr. Nielsen, THE BOARD VOTED to approve the discontinuation of the doctoral program in Experimental Pathology with the understanding that the students now in the program will be permitted to complete their program but that no new students will be admitted to the program.
5. Acting on Vice President Wilson's recommendation, on a motion by Mr. Nielsen, seconded by Mr. Shedd, THE BOARD VOTED to approve the appointment of John J. Manning, Jr. as the University's representative to the Edwin O. Smith School Board of Representatives.
6. Vice President Wilson, referring to the second draft of the Mission Statement for the University previously distributed to the Board, invited Trustee comments and suggestions that may be helpful to the Planning Coordination Committee when it develops a final draft for submission at the May meeting of the Board.

During the review and discussion of Committee charges, members of the Board remarks dealt with the following:

- (1) The statement of mission, as a lasting document of fundamental purpose, should be briefly stated.
- (2) The draft statement appears to emphasize what the University should be rather than what the University should do.
- (3) Attention should be focused on a limited number of programs that may acquire national recognition.
- (4) The need to protect in cadre form programs for which there is a declining need at the present time. Duplicate offerings by public and private institutions should be reviewed and an analysis prepared for Board consideration.
- (5) The level and degree of participation by people outside the University should be built in initially as an integral part of whole process; otherwise outside involvement or input may never happen.
- (6) An inconsistency and unevenness is reflected in the triad of teaching, research, and service. The statement is very explicit in certain areas; other areas, such as research and service, seem very general.

- (7) Little is said of the relationship of the preparatory programs or a concern for what happens at the elementary and secondary educational levels. The quality of undergraduate and graduate programs will be determined by the strength of programs at the preparatory levels.
- (8) Prior to final endorsement of a mission, the Board should also be given an opportunity to consider clearly defined alternatives.
- (9) Methods of self-evaluation employed by other Universities should be presented so that this Board can determine whether or not the process this University is employing is the best process.
- (10) The references to what is being done are very broad and general. It would be helpful to identify specifically - what the University is doing and is proposing.
- (11) A listing of priorities for progress comparisons and evaluation purposes at later times should be included.

During the general review, it was suggested that a full discussion of the related matters warranted a special meeting of the Board.

7. President Ferguson reported on his recent meetings re: the budget with the basic committees of the General Assembly. The reactions of the committees were described by the President as very positive. Hopefully the University's operating budget may benefit from the possibility of an improved economic situation for the State.

While dollars are not available for the construction of proposed capital projects, the President was inclined to believe that funds will be released for planning purposes so that no time will be lost when construction dollars are made available.

The President also commented at length on proposed legislation that may be considered at this session of the General Assembly.

Commenting on other matters of interest, President Ferguson called the Board's attention to the tentative date of April 25th for the informal dedication of the new Library at the Stamford Branch.

8. Mr. Kleban, reporting as Chairman of the University Hospital/Health Center Committee, informed the Trustees that the Health Center Advisory Council had met last March 31st. There was a continuation of discussion of programs in primary care at the

Health Center. The speakers presented the concept of primary care from the point of view of the general internist, the general pediatrician, the obstetrician and gynecologist, and described the programs in their departments at the Health Center.

Much of the discussion centered on the need for more primary care physicians in the inner city and rural areas where physicians are overworked, underpaid and underappreciated, and how this need can be met.

The meeting of the Health Center Committee was held on April 2nd. The hospital construction program is proceeding on schedule. One hundred fifty beds will be ready by July 1st and by the end of the year the full complement of 200 beds will be available.

9. Mr. Kozloski, reporting on the highlights of the latest meeting of the Consortium Board, stated that a report had been received from the Goals and Objectives Committee which made certain recommendations re: the reorganization of the Consortium. This reorganization would consist of reestablishing the former administrative committee into a management council; the Trustees committee into a Trustees council; the medical staff into a professional staff council and would establish a council on education.

It was agreed that Mt. Sinai Hospital would continue to explore the operation of Burgdorf Health Center as a self-sufficient element of the Mt. Sinai Hospital operation. Mt. Sinai will assume responsibility for all services to be rendered and the University would maintain an interest in the educational program.

Federal legislation was discussed regarding education for primary care deliveries versus specialists. Another consideration is the relationship of the size of the total house staff educational program to the undergraduate medical programs of the Health Center.

The Executive Director of the VA Hospital described the Hospital's system and its importance in the future of the delivery of hospital care throughout the country.

10. Mr. Taylor, reporting as Chairman of the Finance Committee, moved Board approval of the proposed contracts and agreements. Mr. Nielsen seconded the motion and THE BOARD VOTED to approve the attached list of contracts and agreements and authorize the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University - Exhibit A.

For the record, it was noted that Mr. Shedd abstained from voting on #6 and #7 in the above agreements.

11. Mr. Taylor, referring to the item on rental housing, reminded the Trustees that in 1974 the Board adopted a policy which requires that the rental charge shall at least cover the cost of maintaining rental properties. The spiraling cost of fuel and electricity indicates a \$900,000 deficit for the year 1975-76. Mr. Taylor in reporting the necessity of an increase in the rental rates indicated that the Committee will come back in May with a report to the Board on the most equitable way of accomplishing these necessary increases in rental charges.

At this time, Mr. Taylor moved Board approval of the concept of an increase in rentals on July 1, 1975 in accordance with a means to be determined at the May meeting of the Board in order that all tenants may be notified of the pending rental increase. Acting on Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the concept of a rental increase effective July 1, 1975.

12. Mr. Taylor informed the Trustees that the Finance Committee had agreed to recommend that the right to off-campus living should be extended to members of the sophomore class. On Mr. Taylor's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following:

Students in their freshman year are required to live in University residences unless they are over 21 years of age or they will be commuting from their own homes or have received approval from the Department of Resident Student Affairs.

13. Vice President Wilson, reporting on the latest meeting of the Commission for Higher Education, stated that Dr. Ronald Dennison, the new President of Manchester Community College had been introduced. Mr. McGannon had expressed concern at the State's intention to back away from its commitment to support a program of purchasing spaces for Connecticut residents in an out-of-state Optometry program.

In connection with 1976-77 budget requests, the Commission for Higher Education staff will circulate a list of "peer institutions" for comparison with corresponding Connecticut institutions. Members of the CHE committee on accreditation have met with a representative of the Wethersfield School of Law and report a new application will be submitted.

Approval to grant the Associate in Science degree was accorded to the State Board for Academic Awards.

14. Chairman Tasker reminded the Trustees of the joint meeting with the Commission for Higher Education scheduled for June 17th at the Health Center. It is expected that the informal session will start at 9:00 a.m. and presumably conclude around noon.
15. Chairman Tasker notified the Trustees of the recent resignation of Merlin D. Bishop as a member of the Board. On Mr. Nielsen's motion, seconded by Mr. Kleban, THE BOARD VOTED to adopt the following resolution as an item of record; and further that a copy of the resolution be forwarded to Mr. Bishop with an appropriate letter of transmittal:

MERLIN D. BISHOP
Board of Trustees
1951 - 1975

The University of Connecticut has benefitted from the capable and dedicated services of over one hundred and fifty trustees since the institution's founding date in 1881.

Few Trustees have served so long as Merlin D. Bishop, whose recent resignation as a member of the Board of Trustees is noted with regret by his colleagues. Merlin's quarter century of outstanding service has covered more than a quarter of the life of the institution -- a quarter which has seen phenomenal and almost unbelievable growth in size, in stature, in quality, and in service to the State and Nation. Five Governors, regardless of party, have appointed and reappointed him. He has served three University presidents -- served them, guided them and educated them. In those situations where the institution has been faced with problems, it has been his genius to steadily focus attention on the long-run goals of the institution. He has had the vision to understand the fundamental importance of free publicly-supported education as a basis for continuing democracy, and he has been a tower of strength in interpreting the University to the people of the State.

Merlin D. Bishop is to be commended for his distinguished and unselfish service to the University of Connecticut. It has been a pleasure and a privilege for fellow members to have served with him on this Board. He will never be replaced; but he will be a continued inspiration to those Trustees who have known him and to those who in coming years will be guiding the destiny of this University. We thank him, and we wish him well.

16. On Mr. Nielsen's motion, seconded by Mr. Carlson, THE BOARD VOTED to accept and/or approve the attached list of awards and donations - Exhibit B.
17. Attorney Hill, in response to an inquiry by Mr. Carlson regarding the potential liability of the Board of Trustees, agreed to send a letter of clarification to Mr. Carlson.
18. On a motion by Mr. Nielsen, seconded by Mr. Kozloski, THE BOARD VOTED to go into executive session. At this point in time Chairman Tasker declared a recess for lunch.
19. When the meeting was reconvened, Chairman Tasker expressed the Trustees' pleasure in noting that Governor Grasso had joined the group. Governor Grasso, thanking Mr. Tasker for his gracious remarks, asked him to continue as presiding officer of the meeting.

While in executive session, the Board took the following actions:

- (A) President Ferguson, referring to disciplinary matters, concerning Assistant Professor Florence McCarthy and Associate Professor Leonard Krimerman, informed the Trustees that after considering the advice of the Committee of the Faculty he had made a decision to impose a sanction less than dismissal.
- (B) As an item of future consideration by the Board, Attorney Hill was asked to draft some guidelines for a set of disciplinary procedures that will meet the requirement of the United States Supreme Court as far as administrative due process is concerned.
- (C) Chairman Tasker reminded the Trustees that the matter of promotion for Robert A. Bard had been considered at the last meeting of the Board and at that time the Board had voted to table the matter for a period of time. Following Mr. Tasker's report on recent information presented in support of the promotion of Mr. Bard, on a motion by Mr. McCormick, seconded by Mr. Rich, THE BOARD VOTED to take the matter off the table.

Governor Grasso and Trustees Kleban, McCormick, Rich, Shedd, Stroh, Tasker, and Wilber voted in favor of the action. Trustees Carlson, Kozloski, Nielsen, and Taylor registered in opposition.
- (D) Acting on the recommendation of President Ferguson, on a motion by Mr. McCormick, seconded by Mr. Rich, THE BOARD VOTED to approve promotion to professor for Mr. Robert A. Bard.

Governor Grasso and Trustees Kleban, McCormick, Rich, Shedd, Stroh, Tasker, and Wilber voted in favor of the action. Trustees Carlson, Kozloski, Nielsen, and Taylor registered in opposition.

Mr. Nielsen left the meeting at this point in time indicating to the Chairman that he was considering resigning from the Board. Later on in the meeting the Trustees suggested that Chairman Tasker discuss this matter with Mr. Nielsen.

- (E) On a motion by Mr. Wilber, seconded by Mr. Kleban, 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.
- (F) On a motion by Mr. Kleban, seconded by Mr. Shedd, THE BOARD VOTED to accept the following resignations:
- (1) John W. Cavo, Jr., Assistant Professor in the Department of Surgery, effective February 28, 1975. (9 mos. service)
 - (2) Robert L. Church, Assistant Professor in the Department of Anatomy, effective May 31, 1975. (2 yrs. service)
 - (3) Sally Cohn, Instructor in Nursing, effective August 31, 1975. (2 yrs. service)
 - (4) Barbara Geach, Assistant Professor in the School of Nursing, effective September 9, 1975. (5 yrs. service)
 - (5) Martin Grebel, Assistant Professor in the Department of Psychology, effective September 9, 1975 - Southeastern Branch. (4 yrs. service)
 - (6) David F. Paskausky, Assistant Professor of Geology at the Marine Sciences Institute, effective September 9, 1976. (7 yrs. service)
 - (7) John O. Wilson, Associate Professor in the Department of Economics, effective August 31, 1975. (1 yr. service)

- (G) On a motion by Mr. Kleban, seconded by Mr. Shedd, THE BOARD VOTED to approve the following appointments, subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) Robert H. Berland, M.D., Assistant Clinical Professor of Neurology, \$1,000 per month, (pt.) effective April 1, 1975 to June 30, 1975.
 - (2) Martin Dinep, M.D., Assistant Professor (New Britain General Hospital) in the Department of Community Medicine and Health Care, Non-pay, effective March 1, 1975.
 - (3) Carmel T. O'Neill, M.L.S., University Librarian III in the University Libraries - Stamford Branch, \$16,580, effective March 15, 1975.
 - (4) Joanne D. Palko, M.A.L.S., University Librarian II in the University Libraries - Storrs, \$14,980, effective February 21, 1975.
 - (5) Roberta Preble, University Educational Assistant I in the Dental Multidisciplinary Laboratory, \$10,170, effective April 14, 1975.

Hospital appointment:

- (1) Sushil Sharma, M.A.S.W., University Hospital Salary Group V, Psychiatry (Mental Health) Department, \$17,000, effective April 14, 1975.
- (H) On a motion by Mr. Kleban, seconded by Mr. Shedd, THE BOARD VOTED to approve the following leaves of absence:
- (1) Robert H. Benson, Professor of Animal Industries, special leave with pay for the period June 1 through August 31, 1976.
 - (2) Everett S. Bryant, Professor of Pathobiology, sabbatic leave at full pay for the period March 1, 1976 through August 31, 1976.
 - (3) Alan D. Cullison, Professor of Law, leave without pay for the period September 1, 1975 through August 31, 1976.
 - (4) Clifford Davis, Professor of Law, leave without pay during the second semester of 1974-75. Not for educational purposes.

- (5) John T. Flynn, Professor of Educational Psychology, sabbatic leave at full pay for the second semester of the academic year 1975-76.
 - (6) Sister Raphael Joseph, Instructor in English, leave without pay extension to cover the second semester of the current academic year. Not for educational purposes.
 - (7) Ronald O. Langner, Associate Professor of Pharmacy, sabbatic leave at half pay for the 1975-76 academic year.
 - (8) Manuel Lerman, Associate Professor of Mathematics, leave without pay for the period September 1, 1975 through August 31, 1976.
 - (9) Hugh C. Macgill, Assistant Professor of Law, leave without pay for the 1975-76 academic year. For educational purposes.
 - (10) A. John Pappanikou, Professor of Educational Psychology, sabbatic leave at full pay for the second semester of the academic year 1975-76.
 - (11) Achilles J. Pappano, Associate Professor of Pharmacology, sabbatic leave at full pay for one year beginning in February, 1976.
 - (12) Preston T. Roberts, County Agricultural Agent for Windham County, sick leave at full pay for the period January 27 through February 14, 1975.
 - (13) Gerald Sazama, Associate Professor of Economics, sabbatic leave at full pay for the spring semester of the academic year 1975-76.
 - (14) Charles Whittenberg, Associate Professor of Music, sick leave at full pay for the period January 23 through February 14, 1975.
- (I) On a motion by Mr. Kleban, seconded by Mr. Shedd, THE BOARD VOTED to approve the following changes in title:
- (1) Robert G. Ryder, from Professor and Head of the Department of Child Development and Family Relations to Acting Head of the Department of Family Economics and Professor and Head of the Department of Child Development and Family Relations, effective immediately for the remainder of the 1974-75 academic year.

- (2) Morton Tenzer, from Director of the Institute of Urban Research, Director of the Oral History Project, and Lecturer in Political Science, to Director of the Institute of Urban Research, Director of the Oral History Project, and Associate Professor (part time) of Political Science. No change in salary.
 - (3) Wyman R. Vaughan, from Professor and Head of the Department of Chemistry to Professor of Chemistry, effective at the end of the 1975-76 academic year.
- (J) On a motion by Mr. Kleban, seconded by Mr. Shedd, THE BOARD VOTED to accept the following retirements:
- (1) Gregory G. Curtis, Field Coordinator, Middlesex County Extension Service, effective June 1, 1975. 21 years of service.
 - (2) John B. LeRoy, M.D., University Physician, Health Service, effective February 1, 1975. 20 years of service.
 - (3) Frances M. Tappan, Professor of Allied Health Professions, effective October 1, 1975. Approximately 24 years of service.
 - (4) Alice E. Verna, Associate Professor of Nursing, effective October 1, 1975. 25 years of service.
- (K) Mr. Taylor, reporting for the Finance Committee, moved the approval of the attached 1975-76 Salary Schedule for E. O. Smith Teachers I and II. The motion was seconded by Mr. Kleban and THE BOARD VOTED to approve the 1975-76 E. O. Smith Salary Schedule - Exhibit C.
- (L) President Ferguson commented on his plan to proceed with the appointment of Paul Capra as Acting Director of Development. There will be no salary alteration and it is clearly understood that the appointment is on an acting basis and would be so announced internally.
- (M) President Ferguson proposed the interim appointment of Dean Harry Hartley as Acting Vice President for Finance and Administration, with no change in salary. Dean Hartley would assume the position immediately while retaining the Deanship in Education. It is anticipated that he would remain in this dual assignment until the search for a Vice President can be completed.

On Mr. McCormick's motion, seconded by Mr. Shedd, THE BOARD VOTED to approve the appointment of Dean Hartley as Acting Vice President for Finance and Administration.

- (N) Mr. McCormick reported briefly on the special CHE - EEO meeting that he had attended on behalf of the Board.

As a related matter, it was agreed that the University's new EEO Officer, Ms. Thomasina Clemons, would be invited to the June meeting to present an updating report on the University's program.

20. No further business appearing, the meeting was adjourned at 4:20 p.m.

Respectfully submitted,

Carl W. Nielsen
Secretary