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## Minutes, December 12, 1975

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

Held at the Stamford Branch

December 12, 1975

The meeting was called to order at 9:42 a.m. by Chairman Gordon W. Tasker. Trustees present were: Mesdames Jorgensen and Kronholm, Ms. Micocci and Messrs. Brown, Carlson, Cunningham, Jacobs, Kleban, Kozloski, Nielsen, Rich, Tasker, Taylor, and Wiggins. Mr. Stroh joined the meeting shortly after the session had started. Also present was Mrs. Margaret Weinberg, Director of Governor Grasso's Southern Office.

Trustees absent were: Governor Grasso, Mrs. Briscoe, Messrs. Shedd and Wilber.

University staff present included: 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 Mr. Cunningham, one of two recently appointed Trustees, to his initial Board meeting. Mr. Tasker indicated that the other Trustee, Mrs. Briscoe, had a prior commitment on this date but would be joining the Trustees at future meetings. The Chairman also noted the presence of Mrs. Weinberg, Director of Governor Grasso's Southern Office, who was attending the meeting as a representative of Governor Grasso.
2. Reminding the Trustees that the actions by the Board last month to adjust fees were to lie on the table until the January meeting, Chairman Tasker suggested that in view of the student observer interest that the Board consider not taking up the fee matter until February. General Counsel

has advised that action is not mandated in January and the Board may leave the matter on the table until the February meeting.

Referring to the desirability of additional time, Trustees spoke of the benefits of public hearings, the possibility of a better reading as to the intent of the legislature, and the opportunity to give the food service committee more time to complete its task prior to the deliberations of the Board. It was the consensus of the group that the fee matter should be placed on the agenda for action at the Board meeting on February 13.

3. The Trustees were informed that Chairman Tasker, President Ferguson, and Dean Massey had attended the initial meeting of the Blue Ribbon Commission to Establish Specific Goals for the University of Connecticut Health Center. Chairman Tasker commented most favorably on the deliberations and tone of the first session.
4. On a motion by Mrs. Kronholm, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve the minutes of the meeting of November 14, 1975.
5. The President reported that in dealing with the current budget crisis the administration was trying to put together an approach that will constitute a plan of action. While sharing impressions and the facts which must be the focal point for future critical decisions, the President spoke of the following:
  - (1) The value dilemma in society between the level of expectation and the ability to fulfill those expectations.
  - (2) The absence of a set of priorities delineated by the State which gives the University a frame of reference to evaluate its current needs.

The President also commented on past and present financial stringencies noting that the cuts have not been related to a sense of values or programmatic concerns:

- (1) Annual cutting has become a way of life and in dealing with this reality, the number of teaching faculty has decreased by 7% in the last four years. Total enrollments, however, excluding Health Center and Continuing Education have increased 5%.
- (2) The annual equipment budget, in terms of real dollars, for School of Engineering has decreased by 77%, Biological Sciences has decreased by 84%, Chemistry has decreased by 87%, and Physics has decreased by 83%.

- (3) Physical plant commodities have decreased 11% in the amount of real dollars. In the last five years less than \$100,000 was spent for equipment from General Fund sources.
- (4) In the physical plant, in terms of in-house renovations, only emergencies are being handled. In utilities only emergency repairs are accomplished; the custodial third shift has been eliminated, the painting time schedule has been changed from 7 to 13 years, window washing has been abandoned and floor waxing cut by 75%.
- (5) A cut layoff of 40 will be realized and if further cuts in personnel must be accepted, the administration is not certain that the present quality can be maintained; and more importantly, that the University can maintain its commitment to the individual students.
- (6) The impact of a further reduction in budget will make it impossible to make any major increases in equipment, to restore teaching and support positions, or to deal with deferred maintenance of the physical plant.

The President remarked that it would be naive to assume that budgets will increase. For a long period of time resources are going to be limited. This forces a change in style and approach. Some hard decisions must be made in two specific areas: enrollment and vertical cuts of entire programs. Specific proposals must be looked at quickly in order to survive by design rather than by default. The President called attention to some specific options that are being considered and those areas that appear to be most eligible for curtailment:

- (1) Enrollment quotas
  - a. a reduction in the undergraduate freshman class for next fall
  - b. limit enrollment in professional schools particularly in areas where pressures are acute on faculty and where the highest qualitative performance can no longer be provided
  - c. restrict the number of transfer students
- (2) A calendar change and closing down completely during the winter months
- (3) Closing down a branch or branches where the facilities are not being fully utilized in terms of enrollment potential
- (4) Defer expansion of the program at the Stamford Branch
- (5) Elimination of professional programs based at Storrs that are not meeting contemporary needs in the job market of this State

- (6) Withdraw support of the E. O. Smith School since the townships involved may be able to come with funding requirements. The original rationale of faculty recruitment attractiveness has little impact at the present time.
- (7) Further reductions in the number of Ph.D. programs.
- (8) Reduce student services and devote the limited General Fund dollars to academic experiences

The President also stressed the necessity of telling the State that the University has been responding to the financial reduction exercises for five years and the University cannot cut much further. The University cannot absorb additional cuts and still remain a University of which the State can be proud.

In his concluding remarks, President Ferguson asked the Board to give the administration the necessary guidance, as in the coming weeks, the administration presents specific proposals to curtail or cut enrollments and programs.

The Trustees, expressing their points of view in response to President Ferguson's remarks, commended the President for a forthright and well stated presentation of the retrenchment problem. Trustee comments focused on the following:

- (1) The necessity of finding a new way to obtain a firm budget understanding for the University and the Health Center, irrespective of shortfall or increases in the State's revenues
- (2) The utilization of job opportunities as a criteria in cutting certain programs may not be desirable
- (3) The realization that the University may be subject to decisions of more people now than in the 60's
- (4) Major savings may not be accomplished through enrollment reductions
- (5) The need to explore to the fullest the possibilities of horizontal cuts in areas such as faculty loads and class sizes
- (6) The desirability of as much lead time as possible to prevent hasty decisions on retrenchment proposals
- (7) The effect on the students if programs and majors are changed.
- (8) If cuts are made, delineating which funds go to the University and which funds go to the General Fund
- (9) The critical importance of maintaining quality in program offerings

6. Mrs. Jorgensen, as Chairman of the Institutional Policy Committee, recommended that the tabled change in the By-Law Section X.F.7, pertaining to the election of the Senate Executive Committee be approved. On Mrs. Jorgensen's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following:

Section X.F.7

The Senate Executive Committee shall consist of seven members elected by the Senate from among the elected faculty members of the Senate who are not primarily administrators. Department heads and directors are not regarded as primarily administrators.

7. Mrs. Jorgensen, noting that the final copy of the proposed University of Connecticut Mission Statement had been received by all members of the Board and that some Trustees had modifications to offer, suggested that the Trustees be given an opportunity to present their comments on the Mission Statement.

Mr. Kozloski proposed that "national origin" be added to the first sentence on Page 4, Section III, Access to the University. He suggested further that the recruitment of graduate students (Page 3, Section 1, A3) should be restricted to this State and not recruited "nationally."

Mr. Taylor, agreeing with Mr. Kozloski's comments, remarked that the criteria for admission to the University should be the same for undergraduates and graduates so long as the University is turning away qualified Connecticut residents. It was not fair to ask the State taxpayers to bear the burden of national recruitment. He also spoke of his concern with the use of the word "must" and suggested as an editorial change the substitution of the word "should." He contended that the word "must" goes beyond commitment and goes to obligation. This could possibly lead to litigation in the interpretation of certain sections in the Mission Statement.

Mr. Nielsen questioned the relevance of talking about private colleges and universities and would prefer to enlarge upon the concept of excellence, its definition and relation to the University. He also suggested a shorter statement and the exclusion of detailed admission policy statements.

Mr. Rich also requested the opportunity to be heard by the Committee at a later time.

After some discussion, it was agreed that the Committee would give further consideration to these comments, seek to incorporate the suggestions and report back to the Board at a later time.

8. Mr. Rich, as Chairman of the Health Affairs Committee, reported the circulation of the Health Affairs and Hospital Committee minutes of the November meeting to the entire Board. In a brief summary, Mr. Rich informed the Trustees that Dean Eleanor Gill, School of Nursing had given the Committee background and extensive data related to the School of Nursing.

A committee has been named to develop plans that will recognize methods of communication, decision making, and the cooperative role of the health professions schools within the University setting. The committee will identify the School's objectives and the resources necessary to achieve these objectives. The Health Affairs Committee expects a final report on this matter in March.

The Health Affairs Committee discussed the problems and difficulties encountered in preparing program cost measurement data for the required annual report by the Health Center. This report must be submitted to the legislature no later than February 15, 1976. Discussions included the feasibility of bringing in outside consultants to prepare an appropriate study, definitions, and monitoring methodology. At a later time, the Trustees may expect a recommendation from the Committee that an outside consulting service be engaged that will be of assistance in the Health Center's future study efforts.

Mr. Rich informed the Board that those legislators who have been visiting the Health Center so that they may be better informed of its programs and activities have, in general, been responding favorably. This program will be continuing.

The search for a Vice President for Health Affairs is proceeding with due haste. The Search Committee has been meeting weekly and has begun interviewing candidates. The Committee hopes to complete its task and submit its recommendations soon after the first of the year.

9. Mr. Rich reported that the Hartford Dental Society, through a bequest in 1920 from Mrs. Ella Burr McManus, has offered to contribute \$10,000 to furnish and equip a postgraduate seminar room in the Dental School. The Society has indicated that they "would appreciate having an appropriate bronze plaque erected in the room to the memory of Mrs. Ella Burr McManus and Dr. James McManus." Room BM011 has been suggested as the area to be furnished. Mr. Rich proposed that the Board accept the offer of the Hartford Dental Society. On a motion by Mr. Kleban, seconded by Mr. Stroh, THE BOARD VOTED to accept the \$10,000 contributed by the Hartford Dental Society.

(Mr. Nielsen and Mr. Taylor left the meeting at this point in time and rejoined the meeting when it reconvened after lunch.)

10. Mr. Rich, calling attention to the attachment material regarding the Burgdorf Clinic, reminded the Trustees that the continued operation of the Clinic had been a topic of discussion by the Committee over the past few months. The advantages to the continued operation are: (1) it affords an educational experience for the students and residents and (2) it is felt that it is important for the University to maintain a program in an urban setting as a service endeavor. However, to achieve these points it can only be done in an operating deficit situation at the present time. Based on the fact that Burgdorf offers an important resource for the Health Center and can be operated at a small deficit, Mr. Rich moved the following:

That the University Health Center continue operating the Burgdorf Clinic until June 30, 1976 with the understanding that there will be an operating deficit of \$2,000 per month and that by June 30, 1976 there will be a firm recommendation regarding the operation of the Clinic beyond June 30, 1976. Mr. Kozloski seconded the motion.

During the discussion, Mr. Rich spoke of the possibility of engendering support and removing the deficit segment of the operation. Dr. Massey reported the verbal assurance that the City of Hartford which owns the Burgdorf building would forego the \$25,000 rental fee during that period of operation. Trustees commented on the need for a month-by-month monitoring of the budget and promptly stepping in with phase-out action if necessary.

Acting on Mr. Rich's motion, THE BOARD VOTED to continue the operation of the Burgdorf Clinic until June 30, 1976 with the rent free and monitoring understandings.

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

11. Mr. Rich reminded the Trustees of the Health Center study last year conducted by the Legislative Program Review Committee. He added that the Health Center's item by item response to the Review Committee's recommendations had been distributed at an early date to allow more time to study the proposed response. On a motion by Mr. Rich, seconded by Mrs. Jorgensen, THE BOARD VOTED to accept the Health Center's response to the Legislative Program Review Committee recommendations.



12. Mr. Kozloski, reporting on the recent meeting of the Consortium Board, reported a restructuring into the following councils:

- (1) A Trustee Council
- (2) A Management Council
- (3) A Professional Staff Council
- (4) An Education and Research Council

It was decided to hold Trustee meetings every two months in place of the monthly schedule. The Councils will hold their meetings on the months that the Trustees do not meet.

The Rehabilitation Project involving the Newington Children's Hospital appears to be in jeopardy because of the financial strictures of the State. The Consortium feels that it cannot make a definite recommendation to institute the adult rehabilitation programs at this time.

13. Mr. Rich, reporting as Chairman of the Health Affairs-Hospital Committee, stated for the benefit of the recently appointed Trustees that they serve as Trustees of the John Dempsey Hospital.

The Hospital census for November was 69 which is an increase over the census of 65 for October. For the first week of December the census has averaged 77. The University's budgetary problems are impacting on the Hospital's efforts to be self-sustaining, e.g., the freezing of positions and the need for funds in the areas that cannot produce revenue.

At the Joint Conference Committee meeting, it was agreed that this Committee would hear reports from various departments on a monthly basis. A matter of major concern was the impact on patient care service by the revoking of authorization to fill positions.

The Health Affairs-Hospital Committee received a funding report detailing to date the costs of the Hospital and Clinical modifications and adaptations. The decision for the release of bond funds for this renovation project is being delayed until the State's financial position is clarified.

The administration has received word that the John Dempsey Hospital has been awarded a two-year accreditation by the Joint Commission on Accreditation of Hospitals. The Commission commended the Hospital staff for maintaining standards

deserving of accreditation and for their effort to improve the quality of patient care.

14. Acting on Mr. Rich's motion, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve the following list of Hospital contracts and authorized the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University:
- (1) Renewal of an Agreement with Farmington Visiting Nurse Association  
Amount: No cost to the Health Center. The Health Center will bill Blue Cross for services plus 150% of cost as an administrative charge.  
Effective Dates: February 1, 1976 - January 31, 1977.  
Purpose: To provide part-time nursing services to homebound patients in the town of Farmington. These patients have been released from the Hospital but still require follow-up care.
  - (2) Renewal of an Agreement with the Visiting Nurse Association of Hartford, Inc.  
Amount: No cost to the Health Center. The Health Center will bill Blue Cross for services plus 150% of cost as an administrative charge.  
Effective Dates: February 1, 1976 - January 31, 1977.  
Purpose: To provide part-time nursing services to homebound patients in the towns of Hartford, West Hartford, Newington, Elmwood, Bloomfield, Windsor, Wethersfield, and Rocky Hill. These patients have been released from the Hospital but still require follow-up care.
  - (3) Agreement with the Waterbury Visiting Nurse Association, Inc.  
Amount: No cost to the Health Center. The Health Center will bill Blue Cross for services plus 150% of cost as an administrative charge.  
Effective Dates: November 1, 1975 - October 31, 1976.  
Purpose: To provide part-time nursing services to homebound patients in the towns of Waterbury, Naugatuck, Thomaston, Wolcott, Prospect, Middlebury and Beacon Falls. These patients have been released from the Hospital but still require follow-up care.
15. Mr. Rich called attention to the proposed list of Medical and Dental Staff appointments recommended in accordance with the Hospital Bylaws. On Mr. Rich's motion, seconded by 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.

16. Chairman Tasker declared a recess for lunch at 12:35 p.m., noting that the remaining agenda items would be taken up after lunch and that anyone in attendance at this time should feel free to rejoin the meeting.
17. The Trustees and members of the administration were guests of Mr. Kleban and Mr. Rich for lunch at the Landmark Club. Senator William E. Strada, Jr. also joined the group and following an introduction by Mr. Rich, commented on his willingness to help and work with the Board in carrying out the objectives for the Stamford Branch.

Chairman Tasker, after introducing Dr. Yakira Frank, Director of the Stamford Branch, to the new members of the Board, called upon Dr. Frank for an updating on activities at the Branch. Dr. Frank, during her remarks on efforts to give the Branch an overall University atmosphere, spoke of the student internship program with local industries which has been exciting for all concerned. Dr. Frank also touched upon the various conferences and workshops involving Storrs and Branch staff, the local adult interest in the Branch, and its continuing educational programs.

18. After the meeting had reconvened at 3:00 p.m. to continue discussion of the remaining open session items, Mr. Carlson reporting on the recent Budget and Finance Committee touched upon the discussion of the University's endowment fund and the review of various University funds.

Acting on Mr. Carlson's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the list of contracts and agreements and authorized the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University. A copy of the approved contracts and agreements is attached to the file copy of the Board minutes.

19. Mr. Carlson explained that compliance with the General Statutes calls for Board action on the annual distribution of the General University Fee. He commented on the Committee's consideration and the deletion of a recommendation regarding fee distribution for 1976-77 in light of the current financial situation. The Committee called for a more precise breakdown of the use of "working capital" and this change is reflected in the revised attachment copy of fee distribution. Vice President Hartley stated that a comprehensive report on the financial aid item was being readied for distribution at the January meeting.

After some discussion of the Bond liquidation and the Student Health items, on Mr. Carlson's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve the recommended distribution of the General University Fee for 1974-75 and 1975-76. A copy of the approved distribution is attached to the file copy of the Board minutes.

20. Mr. Carlson reported that the Budget and Finance Committee had devoted a considerable amount of time to a discussion of the current budget situation. President Ferguson called attention to two exercises: (1) the layoffs which deal with the reduction in force and (2) the reduction in the University's appropriation for the current fiscal year. The University has been ordered to reduce its current force by forty people. Thirty from the Storrs and Branch components and ten from the Health Center. The effective date will be the first pay period in January. The University has not received guidelines with regard to future cuts. Vice President Hartley while describing the process of determining the list of persons to be laid off, reported that the maximum period of service at the University for any one person on the list was 3 months, 6 days. The layoff letters will be distributed the early part of next week.

Commenting on the current budget situation, President Ferguson reminded the Trustees that the University has already absorbed approximately \$2 million in cuts, excluding the Health Center, up to the current exercise. The Governor and Commissioner of Finance and Control have recently endorsed a cut of \$700,000 from the current appropriation for the Health Center. The Governor has endorsed, with the Commissioner of Finance concurring, the concept of allowing the Health Center to develop any and all sources of revenue outside of the General Fund. The new cut figure for the University, exclusive of the Health Center, is not available at this moment.

21. Mr. Taylor informed the Trustees that the monthly date for the Budget and Finance Committee meetings would be changed to the Thursday of the week preceding the Board meeting.
22. Mrs. Kronholm, reporting on the recent meeting of the Commission for Higher Education, indicated that the Commission, in the spirit of asking the private sector to share the cut-back in state spending for higher education, voted to hold back 4% of the funds due to be paid to independent colleges under P.A. 73-551 (Contracting for student spaces in independent colleges.)

Revised figures were approved setting the nominal "cost per student" in the public four-year institutions at \$2,052, and in the public two-year institutions at \$1,706.

Members commented on the refusal of the Department of Finance and Control to authorize the transfer of funds requested by CHE to fund the continuation of a contract supporting Connecticut students at a Massachusetts school of optometry. (The program was dropped in the last session of the General Assembly, despite its support in the previous session.)

The CHE approved a revision in their pending list of capital budget requests from a total (including old as well as new projects) of \$206 million to a reduced figure of \$82 million. Detail as to the projects affected was not supplied.

Approval was given for legislation to be prepared and introduced under CHE sponsorship covering the following objectives:

- (1) Authorization for the CHE to require the submission of data by the constituent units of the system as may be needed in the management information system (MIS) now being developed.
- (2) Establishment of an information center for physically disabled persons seeking higher education. (The bill is not intended to specify where such a center should be located, but the CHE expects to explore with the University the possibility of relating it to our office of Special Student Services, headed by Leigh Phillips.)
- (3) Survey and cost estimate for removing barriers to the physically handicapped in higher education facilities throughout the system.
- (4) Authorization of \$93,000 to permit Northwest Community College to take over a program for the deaf now funded by federal money.
- (5) Authorization for the creation of Higher Education Centers in New Haven and in Hartford.
- (6) Addition of a representative of the proprietary schools on the CHE.
- (7) Amend P.A. 140 to permit inclusion of the proprietary schools.
- (8) Require budget request forms to be issued in April rather than August (by Finance & Control), and require them to be returned to Finance & Control by October rather than September.

Following a discussion of the proposal to introduce legislation requiring constituent units to submit data needed in the management information system, it was agreed that Chairman Tasker on behalf of the Board would submit a request for cost data on IMS. The cost information to be requested would include the following:

- (1) Operating costs
- (2) Costs to date
- (3) Estimated costs for further development
- (4) Costs to maintain the system
- (5) Cost to the University to date
- (6) Cost to the University in the future

23. Chairman Tasker reported that a request has been made of the Board to permit the professional schools to have a graduation ceremony removed from the Storrs location. It has been proposed that a professional school commencement be held in the Hartford area on the premise that many of the students have little relationship to Storrs and that attending a commencement at Storrs tends to be a hardship for the students and families. ✓

Following some discussion, on a motion by Mr. Taylor, seconded by Mr. Nielsen, THE BOARD VOTED to reaffirm the present By-Law:

"There shall be one Commencement Day each year. All graduation ceremonies shall be held at Storrs."

Trustees Brown, Carlson, Jacobs, Jorgensen, Kozloski, Kronholm, Nielsen, Rich, Stroh, Tasker, and Taylor voted in favor of the action.

Trustees Cunningham, Micocci, and Wiggins opposed the action.

24. Mrs. Jorgensen reported, that subsequent to the Trustees' discussion of the Mission Statement in the forenoon and after further conversations with Trustees, that the Institutional Policy Committee had agreed to make certain changes in the proposed Statement. After identifying the modifications, Mrs. Jorgensen moved the adoption of the revised Mission Statement. Mr. Jacobs seconded the motion.

In the discussion that followed, Mr. Stroh questioned the need for any statement. He noted that in some ways it might limit the University's endeavors.

Mr. Taylor expressed his concern with regard to the inclusion of "nationally and internationally" in the sentence - "The University must search nationally and internationally for outstanding faculty." He spoke of the possibility of litigation since the word "must" was also a part of that sentence. On this point, University Counsel, Attorney Hill, stated that in his opinion, it did not create a legal obligation.

Mr. Brown proposed, as an amendment to the motion, the deletion of the sentence - "No University can be all things to all people, nor should it be."

After Mr. Wiggins had seconded the amendment, THE BOARD VOTED to approve the amendment. Trustees Brown, Carlson, Cunningham, Jorgensen, Kronholm, Micocci, Nielsen, Rich, Tasker, and Wiggins favored the action. Trustees Jacobs and Taylor registered in opposition. Trustee Kozloski abstained.

Acting on the original motion as amended, THE BOARD VOTED to approve the Mission Statement with the modifications described by Mrs. Jorgensen. Mr. Stroh registered his opposition to the action. A copy of the Statement of Mission is attached.

25. On a motion by Mr. Nielsen, seconded by Mrs. Jorgensen, THE BOARD VOTED to accept and/or approve the list of awards and donations. A copy of the listings is attached to the file copy of the Board minutes.
26. The Vice President for Financial Affairs and General Counsel for the University were requested to expedite the disposition of University-owned properties on Grand Street, Woodland and Asylum Avenue and to present a report on this matter at the next Board meeting.
27. On a motion by Mr. Stroh, seconded by Mr. Nielsen, THE BOARD VOTED to go into executive Session for the purpose of considering matters concerning personnel and collective bargaining. The Chairman stated that since the matters to be considered will require staff information, the minutes should reflect that Vice Presidents Adams, Hartley, Massey, and Wilson, Mr. Bailey, Mr. Friedman, Attorney Hill and Mr. Hanna were in attendance. Members of the Board present at this time were: Trustees Brown, Carlson, Cunningham, Jacobs, Jorgensen, Kozloski, Kronholm, Micocci, Nielsen, Rich, Stroh, Tasker, Taylor, and Wiggins. While in executive session, the Board took the following actions:
  - (A) On a motion by Mrs. Kronholm, seconded by Mr. Carlson, THE BOARD VOTED to approve for purposed of the State Auditors a formal list of actions already taken on reassignments, appointments, salary increases and leaves of absence without pay. The lists were authorized for signature by the Secretary of the Board of Trustees.
  - (B) On a motion by Mr. Nielsen, seconded by Mr. Stroh, THE BOARD VOTED to accept the following resignations:

- (1) Janet L. Condino, Research Assistant III in the Biological Sciences Group, effective October 29, 1975. (14 yrs., 5 mos.)
  - (2) Rhoda B. Epstein, Assistant Professor in the School of Nursing, effective March 1, 1976. (6 yrs., 6 mos.)
- (C) On a motion by Mr. Nielsen, seconded by Mr. Stroh, THE BOARD VOTED to approve the following appointments subject to clearance with the Commissioner of Finance and Control on certain positions:
- (1) Richard E. Garrett, Ph.D., Department Head and Professor in the Mechanical Engineering Department, \$31,600, effective November 28, 1975.
  - (2) Joseph Millerick, M.D., Assistant Professor in Ob/Gyn (Hartford Hospital), Non-pay, effective September 23, 1975.
  - (3) Luis Sanchez, D.M.D., Assistant Professor in the Department of Restorative Dentistry, \$32,000, effective January 1, 1976.
  - (4) Joseph B. Sappington, M.D., Assistant Professor in the Department of Medicine, (St. Francis Hospital), Non-pay, effective November 13, 1975.
- (Mr. Brown left the meeting at this point in time.)
- (D) On a motion by Mr. Nielsen, seconded by Mr. Stroh, THE BOARD VOTED to approve the following leaves of absence:
- (1) Louis Audette, University Educational Director in Biomedical Communications, leave of absence extension through December 15, 1975.
  - (2) Felix Bronner, Professor of Oral Biology, sabbatical leave at full pay for the first semester of the 1976-77 academic year.
  - (3) William M. Curtin, Associate Professor of English, a change in sabbatic leave from the second semester of the 1975-76 academic year at full pay to the second semester of the 1975-76 academic year and the first semester of the 1976-77 academic year at half pay.



- (4) Carl W. David, Associate Professor of Chemistry, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (5) Duane Denfeld, Assistant Professor of Sociology, leave without pay for the 1975-76 academic year not for educational purposes. Previously listed for educational purposes.
- (6) Odvard E. Dyrli, Associate Professor of Education, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (7) Thomas Gay, sabbatic leave at full pay for the second semester of the 1976-77 academic year, a change from a sabbatic leave at half pay for the entire 1976-77 academic year.
- (8) Norbert D. Greene, Professor of Metallurgy, sabbatic leave at full pay for the second semester of the 1975-76 academic year.
- (9) Theo Z. Kattamis, Professor of Metallurgy, sabbatic leave at half pay for the academic year 1976-77.
- (10) Minnie Negoro, Professor of Art, sick leave at full pay for the period September 29, 1975 through October 27, 1975.
- (11) Jerry N. Rojo, Associate Professor of Dramatic Arts, sabbatic leave at full pay for the first semester of the academic year 1976-77.
- (12) Louis van der Heide, Professor of Pathobiology, special leave with pay during the period November 14, 1975 through November 25, 1975.
- (13) Richard W. Whinfield, Associate Professor of Education, sabbatic leave at full pay for the second semester of the academic year 1976-77.
- (14) Ronald Wintrob, Associate Professor of Psychiatry, sabbatic leave at half pay for the 1976-77 academic year.
- (15) Veronica M. Zanelli, Extension Home Economist, special leave with pay for the period January 26 through February 13, 1976.

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

- (1) Louis L. Crowder, Professor of Music, effective October 1, 1976, with special leave at full pay from September 10, 1976 through September 30, 1976. 11 years of service.
- (2) Urbane O. Hennen, Professor of Education, effective October 1, 1976, with special leave at full pay from September 10, 1976 through September 30, 1976. 27 years of service.
- (3) Anita G. Williams, University Educational Assistant I in Academic Affairs at the Health Center, effective January 1, 1976. 11 years of service.

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

- (1) Lois Barrows, University Hospital Nurse II in the Department of Psychiatry (CRMH), effective October 22, 1975. (5 yrs., 7 mos.)
- (2) Elizabeth Fray, University Hospital Professional Class V in Dietary Administration, effective January 14, 1976. (5 yrs., 6 mos.)

(G) On a motion by Mr. Nielsen, seconded by Mr. Stroh, THE BOARD VOTED to approve the following hospital appointments subject to clearance with the Commissioner of Finance and Control on certain positions:

- (1) Robert A. Habasevich, M.S., University Hospital Professional Class V in the Department of Physical Therapy, \$17,000, effective December 12, 1975.
- (2) Juris Patrylak, A.S., University Hospital Professional Class IV in the Department of Radiology (Diagnostic), \$18,200, effective December 15, 1975.

(H) Attorney Hill commented briefly on the status of collective bargaining activities and pending litigation.

28. No further business appearing, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Carl W. Nielsen  
Secretary