

Academic Affairs Subcommittee
of the Board of Directors

January 25, 2005

Minutes

Attendees: A. Cooper, P. Deckers, L. Jacobs, B. Koeppen, C. Leonardi, M. MacNeil,
G. Maxwell, P. Robinson, P. Setlow, J. Shanley, L. Spangberg,
J. Comerford, S. Wetstone, A. Hand, J. O'Rourke, H. Tennen, L. White

In Dr. Burrow's absence, Ms. Leonardi served as Chair and called the meeting to order at 8:40 a.m.

1. Public Comment

None.

2. Business Items

a. Proposed Changes to the University of Connecticut Laws and By-Laws Necessary to Implement Post-Tenure Review

The Academic Affairs Subcommittee unanimously approved the following recommendation: **That the Board of Trustees add or delete language or otherwise amend the following section of the By-Laws, as attached: Article XV.C. - Academic Appointment and Tenure.**

Dr. Tennen clarified that when this policy was again presented to the School of Medicine Council at their January 19, 2005 meeting, the language regarding cause for dismissal was revised to reflect their recommendation that unsatisfactory performance, as determined by peer review, would be cause for dismissal. Dr. Jacobs suggested that when the policy is presented to the Board of Trustees in February, it be made clear that while these are proposed changes to the University of Connecticut Laws and By-Laws, they pertain only to the Schools of Medicine and Dental Medicine.

There being no further business, the meeting was adjourned at 8:50 a.m.

Respectfully submitted,

Bruce M. Koeppen, M.D., Ph.D.

Proposed Changes to the University's Laws and Bylaws

Article XV.C.4

Beginning with appointment to the rank of full-time instructor or equivalent or a higher rank, the probationary period shall not exceed seven years with the exception that for faculty with primary appointments in the Schools of Medicine or Dental Medicine, the probationary period shall not exceed nine years, including within this period full-time service in all institutions of higher education except when the original appointment is in January. Then the probationary period shall not exceed seven and one-half years (nine and one-half years for faculty with primary appointments in the School of Medicine or Dental Medicine).

Article XV.F.1

- 1a. **Adequate cause for dismissal will be related directly and substantially to the fitness of the faculty member in his or her professional capacity as described in Section B.** Dismissal procedures will not be used to restrain faculty members in the exercise of their academic freedom or their rights as citizens.

- 1b. For faculty with primary appointments in the School of Medicine or the School of Dental Medicine, adequate cause for dismissal may also include sustained unsatisfactory job performance, as determined in part by the post-tenure review process described in the faculty member's school bylaws.