



STATE OF CONNECTICUT

BOARD OF TRUSTEES

FOR THE STATE COLLEGES

P. O. Box 2008 NEW BRITAIN, CONNECTICUT 06050

TEL. NEW BRITAIN: 203-229-1607 TEL. HARTFORD: 203-566-7373

RESOLUTION

concerning

PROMOTIONS AND SABBATICALS

FOR 1975-1976

June 13, 1975

WHEREAS, The General Assembly has declared that, because of the stringent fiscal situation, there shall be no promotions for classified personnel, and

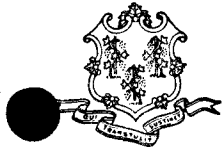
WHEREAS, The 1975-1976 appropriations made by the General Assembly do not adequately provide for the personal services needed by the State Colleges, therefore be it

RESOLVED, That, in view of the difficult financial situation, no sabbatical leaves shall be granted during the academic year 1975-1976, and be it further

RESOLVED, That no promotions shall be made during the academic year 1975-1976.

A Certified True Copy:

James A. Frost
Executive Secretary



STATE OF CONNECTICUT
CENTRAL CONNECTICUT STATE COLLEGE
1615 STANLEY STREET — NEW BRITAIN, CONNECTICUT 06050



AREA CODE 203
225-7481

April 14, 1975

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APR 15 1975

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

Dr. James A. Frost, Executive Secretary
Board of Trustees for The State Colleges
Barnard Hall, CCSC

Dear Dr. Frost:

On behalf of the Faculty Senate at CCSC, I am transmitting two items for the information of the Trustees.

1. A Promotions Resolution. I want the Trustees to know that the faculty are enormously frustrated by the current level of promotions. Many feel they have fulfilled a real obligation in earning degrees and otherwise qualifying themselves for higher academic rank. Now, they find promotions which should follow such attainments long delayed and frequently denied. Younger faculty are particularly upset because they find they would have been paid more adequately if they chose to teach in the secondary schools of the state. Additional costly education suitable for college level qualifications is not rewarded.

Our faculty understand that the Trustees also are frustrated in their inability to deliver adequate incentives for maintaining an adequate state college faculty. Perhaps this resolution and letter will be of service to them in quest of additional resources.

Faculty members would be favorably impressed if the Trustees would raise these issues in a public way to lay before the state's citizenry the sorry plight of our personnel.

2. We have set in motion a committee to recommend merit pay policy to the Trustees. This follows a preliminary senate study on the matter and is undertaken for the purpose of advising the Trustees as they have requested. I hope they will await the results of this activity which continues to follow a realistic time schedule.

Thank you very much for your time and consideration.

Sincerely yours,

David C. Newton, Senate President

FS-74-31-R Promotions Resolution

- Whereas, Promotion is the measure by which academic excellence is recognized;
and
- Whereas, The limited number of promotions and the withholding of promotions has
adversely affected faculty morale at The State Colleges; and
- Whereas, The Trustees of the University of Connecticut have recently granted
a considerable number of faculty promotions; now, therefore, be it
- Resolved, That the Senate President write to The Board of Trustees for The
State Colleges requesting a firm commitment to award adequate
numbers of promotions on a regular basis; and, be it further
- Resolved, That President James give his continued support to an adequate
promotions policy.

Resolution adopted by the CCSC Faculty Senate April 7, 1975

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APR 10 1975
FOR THE CHANCELLOR'S OFFICE

FS-74-30-B Ad Hoc Merit Pay Committee

That an Ad Hoc Faculty Committee of seven be appointed by the Senate President to formulate recommendations regarding a merit pay program. The Committee is to submit a report to the Senate prior to submission of an approved report to the Board of Trustees for The State Colleges. The Committee's Report shall be due during the Fall Semester of 1975.

Passed by the CCSC Senate April 7, 1975

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BOARD OF TRUSTEES
FOR THE STATE COLLEGES



STATE OF CONNECTICUT

WESTERN CONNECTICUT STATE COLLEGE

181 WHITE STREET

DANBURY CONNECTICUT 06810



TEL. 792-1400

April 14, 1975

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APR 16 1975

BOARD OF TRUSTEES FOR THE STATE COLLEGES

President Ruth Haas
Western Connecticut State College

Dear President Haas:

On April 4, 1975, you notified the faculty at Western Connecticut State College that there will be no promotions in rank for the 1975-76 academic year in any of the four state colleges. The reason given for the decision was the stringent limitations placed on our budgets.

As chairmen of the academic departments at Western, we wish to protest this action strongly. This is another example of the causes for low morale among the faculty. Our salary scales remain low and non-competitive, and promotion and tenure are the only tangible rewards available to indicate to faculty that they are doing well. Both of these, tenure and promotions, have been consistently withheld for the past few years: a problem of budget is always the excuse, but is never resolved to any degree by the Board.

We are aware that the State University has the financial resources to grant up to 100 promotions for the 1975-76 academic year, despite "stringent limitations" on its budget. We do not understand why the Board of Trustees for the State Colleges can not in some way manage to find the money to promote those who are long overdue for recognition of their quality efforts in teaching at the state colleges. The money involved appears insignificant, in comparison to the potential benefit to the colleges.

Our Promotions Committee, aware of its serious responsibility, have worked together in regular meetings over the past five months in an effort to present you with a list of faculty it believes is deserving of promotion. The effects of this directive have been devastating.

As chairmen, we believe in our faculty and their worth. We can not in good conscience support this no-promotion policy. We believe the Board of Trustees should support us in our efforts to allow promotions. We can see no justification for their refusal to do so.

Sincerely yours,

Dr. Herbert Janick
Chairman
Committee of Department Chairmen

HJ:jp

cc: Mrs. Bernice Niedjalik
✓ Dr. James Frost



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P. O. BOX 2008

NEW BRITAIN, CONNECTICUT 06050

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June 18, 1975

TO: College Presidents: Dr. Ruth A. Haas (WCSC)
Dr. F. Don James (CCSC)
Dr. Manson Van B. Jennings (SCSC)
Dr. Charles R. Webb (ECSC)

Enclosed are copies of the following resolutions which were approved by the Board of Trustees in regular session on Friday, June 13, 1975.

1. Division of Appropriations among the Colleges and Central Office for the 1975-76 Fiscal Year
2. Authorization of Expenditures from Special Funds for Honoraria and Consultation Fees
3. Extension of Provisions of Existing Student Transfer Policies to Graduates of the State Technical Colleges
4. Educational Extension Fund Fee Increase
5. Renovations to Campus Facilities
6. Amendments to the Personnel Policies as Adopted by the Board of Trustees on April 11, 1975
7. Adoption of the June 13, 1975 Final Draft of the Personnel Policies of the Board of Trustees for the State Colleges of Connecticut
8. Date for the Beginning of the 1975-76 Academic Year
9. Promotions and Sabbaticals 1975-76

JAF/b

A handwritten signature in cursive script, reading "James A. Frost".

James A. Frost
Executive Secretary

cc: Central Office Staff
Administrative Deans and Vice Presidents