

Academic Affairs Subcommittee of the Board of Directors

August 7, 2023
10:00am – 12:00pm
WebEx Event

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*Please remember to keep your phone on mute
during the call.*

Time: 10:00 a.m. – 12:00 p.m.

Location: Webex Event

Join by Computer with the Password: uconn

<https://uchc.webex.com/uchc/j.php?MTID=mcd57bd1be37fa64242c8237a684bd365>

To Join by Phone:

US Toll: 1-415-655-0003, Access Code: 262 477 30189

1. Public Comment

2. Chair's Remarks

- a. Welcome and updates
- b. Approval of minutes from April 17, 2023 Meeting

3. Consent Items

- a. Approval of School of Medicine Recommendations for Appointment at and Promotion to Senior Rank, Award of Academic Tenure, and Emeritus Appointment (Dr. Bruce Liang)
- b. Approval of School of Dental Medicine Recommendations for Promotion to Senior Rank and Award of Academic Tenure (Dr. Steven Lepowsky)

4. Business Items

- a. School of Medicine Tuition and Fees Proposal (Dr. Marilyn Katz)
- b. Approval of Revisions to the Bylaws of the School of Dental Medicine (Dr. Steven Lepowsky)
- c. Oversight Committee Report (Dr. Marc Hansen)

5. Informational Items

- a. Degree Conferral Dates (Dr. Marilyn Katz)
- b. Preliminary Profile: 2023 Entering Class of UConn School of Medicine – Class of 2027 (Dr. Thomas Regan)

Next Regularly Scheduled Meeting

Monday, October 23, 2023

10 a.m. – 12 p.m. via WebEx

**Public Participation at
UConn Health Academic Affairs Subcommittee
of the Board of Directors Meetings**

UConn Health Academic Affairs Subcommittee of the Board of Directors starts its agenda with Public Comments. The Academic Affairs Subcommittee shall hear brief oral presentations from members of the public who wish to express their views on issues pending before the Academic Affairs Subcommittee or on other issues of concern to the University of Connecticut Health Center. The agenda for each regular public meeting of the Academic Affairs Subcommittee shall allot up to thirty minutes for this purpose:

- a. Requests to address the Academic Affairs Subcommittee shall be made to the Chair's designee at least one day prior to the meeting and may begin to be made the day following the last Academic Affairs Subcommittee meeting. The actual person who intends to speak must make the request.
- b. The Chair of the Academic Affairs Subcommittee shall recognize each speaker in the order of signing up, shall request the speaker identify himself/herself, and shall ensure adherence to time limits as will permit the orderly progress of the BOD through its agenda. Each speaker will be allotted a time period of three minutes to speak.
- c. At a special meeting of the Academic Affairs Subcommittee, comment by members of the public shall be limited specifically to the subject described in the call of the special meeting. The Academic Affairs Subcommittee would like to give each constituency an opportunity to speak. Therefore, groups are encouraged to appoint a single spokesperson to present their point of view. The purpose of Public Participation is to allow the Academic Affairs Subcommittee to hear the views of the public. Academic Affairs Subcommittee will neither ask nor answer questions nor make comments during this portion of the agenda.

The Chair appoints the following person as his designee to receive requests to speak in the Public Comments portion of Academic Affairs Subcommittee meetings:

Kelly Lester
Executive Assistant to the Dean, School of Medicine
Phone: 860-679-7214
Fax: 860-679-1371

Email: klester@uchc.edu

Time: 10:00 a.m. – 12:00 p.m.

Attendees: Jeffrey Blumenthal, Steven Lepowsky, Marc Hansen, Fran Archambault, Joel Freedman, Christine Thatcher, Bruce Liang, Tannin Schmidt, Amy Gorin, Kiki Nissen, Marja Hurley, Sanford Cloud, Andrea Keilty, Barbara Kream, Melissa Held, Rick McCarthy, Scott Simpson, Eric Bernstein, Patricia Baker, Ellen Nestler, Manisha Juthani, Anton Alerte

1. Public Comment

2. Chair's Remarks

- a. Welcome and updates
 - i. The meeting came to order with the Chair welcoming everyone to the meeting and taking roll call of attendees.
- b. Approval of minutes from January 30, 2023 Meeting

A motion to approve the minutes was made. Seconded. Approved 8-0-0

3. Consent Items

- a. Approval of School of Medicine Recommendations for Appointment at Senior Rank, Appointment as Professor Emeritus, and Reappointment of Tenure Track Faculty (Dr. Bruce Liang)
 - a. Dr. Matthew E. Lissauer, appointment to Professor – Affiliated Institution (Hartford Healthcare Corporation)
 - b. Dr. Brian Reichow, appointment to Associate Professor – Tenure Track (Public Health Sciences)
 - c. Dr. Allison S. Cowl and Dr. Adam Czynski, appointment to Associate Professors – Affiliated Institution (Connecticut Children's)
 - d. Dr. John C. Nulson, appointment to Professor Emeritus – Dept. of Obstetrics and Gynecology
 - e. Reappointment of Tenure Track Faculty, see page 18 of the Board Book
 - i. Dr. Archambault asked if it is permissible for a retiree to be chairing an academic promotion committee. Dr. Liang replied that it is permissible. He stated that the role is advisory to the chair of the department, who will nominate the faculty member who will then be evaluated by the SAPC (which is advisory to the Dean). The Dean would then evaluate those recommendations and send to the Provost for review. The Provost would then send the recommendation to this committee for final approval.

- ii. Dr. Hurley then asked if it would be appropriate in this situation to have a vice chair of the committee. Dr. Liang replied that he typically leaves that decision to the department chair. In bigger departments, there is usually a vice chair.

A motion to approve all consent items was made. Seconded. Approved 8-0-0

4. Business Items

- a. Oversight Committee Report (Dr. Marc Hansen)
 - i. Dr. Hansen reported that we are on schedule for our departmental reviews for 2023. We will be reviewing the Department of Medicine and the Department of Anesthesiology.
 - ii. Dr. Hansen reported that the committee is continuing to conduct a study regarding Faculty Participation in Governance Councils and Governance Elections (about 44% participate in governance elections). The results will be communicated in spring once the study has concluded.
- b. Revision to the Bylaws of the School of Medicine (Dr. Marc Hansen)
 - i. Dr. Hansen reported that the committee has voted to approve a request of the Dean to change gendered pronouns from “he or she” to “the chair”.

A motion to approve all consent items was made. Seconded. Approved 8-0-0

5. Informational Items

- a. School of Dental Medicine: Faculty Diversity and Recruitment (Dr. Steven Lepowsky)
 - Dr. Lepowsky reported that in terms of gender, the SODM has 48.5% female faculty, compared to the national average of 38%. In terms of race & ethnicity, the SODM has 46% white, 18% Hispanic, and 20% brown faculty, which are all above the national averages. SODM currently has 0 black faculty members, something that is currently in process to be changed.
 - To enhance the diversity of their faculty, SODM is working to enhance the diversity of their applicant pools.
 - Some highlights of the targeted efforts to diversify the faculty of SODM are:
 - i. All search committees provided with the ADEA Faculty Diversity Toolkit

- ii. Position announcements being sent to all dental schools in the US/Canada
 - iii. Personal outreach to individuals of color currently serving on the faculty of other dental schools
 - iv. Focused efforts to expand activities through ADEA Student Chapter to solicit/generate interest in academic careers
 - v. Outreach to HUMRE alumni and dentists in CT
- Pat Baker mentioned that the numbers for black/African Americans are quite appalling and hopes that for meetings in the coming months & years we can not only meet the national standard but exceed it. Ms. Baker asked if SODM has considered working with a diverse-led search firm to aid in our search. Dr. Lepowsky replied that he has reached out to colleagues at other institutions to see what they had identified as best practices regarding this issue – it was confirmed that diverse-led search firms had in fact been used to address this issue of diversity. However, it was reported that because the applicant pool is so small, even the search firms had no greater success than just the schools themselves. Ms. Baker then asked if we look at the top 25 dental schools in the country, is there something environmentally that tips the scale in their favor over SODM. Dr. Lepowsky replied that geographical location has been a huge factor and the schools which see the most success are located in or near urban centers (ie. LA, NYC, Chicago).
 - Mr. Cloud echoed Ms. Baker’s sentiments regarding the the numbers of black/African American faculty. He suggested to more frequently engage & inform our own students about potential academic careers. Mr. Cloud also asked if we are in touch with our residents to gain interest and also asked if SODM reached out to Dr. Jeff Hines to partner with him on this. Dr. Lepowsky replied that it is a main focus to talk to students/residents about potential academic careers and confirmed that he has been in contact with Dr. Hines on this topic.
 - Dr. Hurley stated that SODM recently had about 20-25 black alumni and she wondered if there was outreach to those individuals – regarding either full-time or part-time faculty positions. Dr. Hurley mentioned there is concern among prospective students due to the lack of representation. Dr. Hurley suggested it may be worthwhile to consider a seminar series or

something similar to promote academic careers to our alumni and/or residents. This could potentially be a virtual initiative. Dr. Lepowsky confirmed that SODM has been reaching out to its alumni nationally, not just within CT. He also stated that he will be happy to work with Dr. Hurley to continue to conversation about further engagement with our residents.

- Dr. Liang asked if there is any opportunity for the dental residency program to take dental students from other schools for an elective experience. Dr. Lepowsky reported that a number of the residency programs do offer short-term, observational-type experiences, however they are not popular. Dr. Liang mentioned there is a similar program within SOM and it has grown to be quite successful. Dr. Liang shared how Dr. Henderson established a pathway program from residency to attending faculty. Dr. Hurley contributed to Dr. Liang's suggestion by stating that SODM conducts dental research, which may be of interest to students from other schools.
- b. Notice from Provost D'Alleva: Cato T. Laurencin Institute for Regenerative Engineering (Dr. Amy Gorin)
- Dr. Gorin reported that there has been a change in the naming of the institute for which Dr. Laurencin is associated with. The Connecticut Convergence Institute for Translation in Regenerative Engineering has been renamed to: The Cato T. Laurencin Institute for Regenerative Engineering. This change has been made to recognize Dr. Laurencin's incredible achievements in regenerative engineering.
- c. Urban Service Track: AHEC Scholars Program (Dr. Anton Alerte)
- Dr. Alerte gave an overview of the Urban Service Track, which is now in its 16th year. The goal of the program is to provide training to healthcare students to care for vulnerable, underserved communities. Dr. Alerte reported there has been 844 scholars since the program's inception, with a 95% completion rate.
 - As for participating schools, the top 3 are the SOM, SODM, and School of Nursing. In terms of demographics, 76% of participants are female; 57% are white, 20% are Asian, and 12% are black; and 30% of participants are educationally disadvantaged and economically disadvantaged.

- In terms of residency matching, overall, students who participate in AHEC are typically matched to a primary care residency program, over those students who are simply SOM students. The average is about 54%.
- Dr. Alerte reported that the CT disproportionate share hospitals where most UST students end up at are: Bridgeport Hospital, Gaylord, CCMC, CT Valley Hospital, and St. Mary Hospital. It was also reported that 39% of UST graduates are currently working in medically underserved communities (areas with the greatest need). When asked if the students have intentions to serve medically underserved communities in the future, 67% said they do have intentions for that, 62% would prefer to work in an urban area, and 15% would prefer to work in a rural area.
- Pat Baker thanked Dr. Alerte for his presentation and the data provided. She asked Dr. Alerte, as the director of this program, how would he measure success of the UST, where are areas of improvement, and what is the success they have achieved. Dr. Alerte replied that his short-term goals are to recruit a diverse class of students from across all 6 fields, instilling a sense of community within that class, and to provide a relevant curriculum. Additionally, Dr. Alerte would like to provide an enriched/explorative community and he would like the community to see our students as well. In terms of long-term success, the goals are to have students get into Primary Care residencies, but most importantly, to guide the students towards commitment for their community, to academia, and to providing care for patients who may need it the most. Other objectives mentioned by Dr. Alerte are more resources and more “face time”, such as the opportunity to meet with Senator Anwar on this topic.
- Pat Baker had one additional question regarding the statistic of 39% of UST graduates who currently work in medically underserved communities – she asked to what level of success would Dr. Alerte rate that number. Dr. Alerte replied that he would categorize that as a medium level of success. He is encouraged but knows they can do better.
- Dr. Archambault also thanked Dr. Alerte for his presentation and offered his best wishes for the program’s continued success.

Before adjourning the meeting, Dr. Liang had news to present to the committee. He announced that a great friend and supporter of UConn and UConn Health, for 2 decades, has passed away: Mrs. Carole Neag. Mrs. Neag, along with her husband were extremely generous supporters of the Carole and Ray Neag Cancer Center, the Calhoun Cardiology Center, and the departments of Orthopaedics, Radiology, Diagnostic Imaging, Ophthalmology, and Dermatology. Additionally, they had recently made a pledge for an \$8 million endowment to establish the Carole and Ray Neag Medical Innovation Center, at the UConn School of Medicine. Dr. Liang praised Carole for her philanthropic work and stated that her legacy will live on throughout the many centers, departments, and programs which she made possible. A moment of silence was held in Carole's memory. Mr. Cloud echoed Dr. Liang's words about Carole Neag, and concurred that Carole was a great friend and wonderful supporter of our institution. He also thanked Dr. Liang and the team at SOM for their excellent care of Carole during her last few weeks. Dr. Archambault thanked Mr. Cloud for his words and also applauded Carole's work, regarding the Neag School of Education at UConn Storrs.

Next Regularly Scheduled Meeting

Monday, August 7, 2023

10 a.m. – 12 p.m. via WebEx



Bruce T. Liang, MD, FACC
Interim Chief Executive Officer and
Executive Vice President for Health Affairs
Dean, UConn School of Medicine

TO: Members of the Academic Affairs Subcommittee of the
UConn Health Board of Directors

FROM: Bruce Liang, M.D.
Interim CEO and EVP for Health Affairs
Dean, School of Medicine

DATE: August 7, 2023

SUBJECT: Approval of School of Medicine Recommendations for Appointment at and
Promotion to Senior Rank, Award of Academic Tenure, and Emeritus Appointment

RECOMMENDATION:

That the Academic Affairs Subcommittee of the UConn Health Board of Directors approve the attached School of Medicine recommendations for appointment at and promotion to senior rank, award of academic tenure, and emeritus appointment.

BACKGROUND:

Recommendations for appointment at and promotion to senior rank, and award of academic tenure have been reviewed and approved by the respective department chairs, the Senior Appointments and Promotions Committee, Dr. Bruce Liang, Dean of the School of Medicine and Interim CEO and EVP for Health Affairs, and Dr. Anne D’Alleva, Provost and Executive Vice President for Academic Affairs.

Requests for emeritus appointment follow the University Bylaws and have been approved by the Dean of the School of Medicine.

ACADEMIC AFFAIRS SUBCOMMITTEE
OF THE BOARD OF DIRECTORS

RECOMMENDATIONS FOR AUGUST 7, 2023

APPOINTMENTS AT SENIOR RANK:

Associate Professor - In-Residence

Dr. Wenqi Gan - Public Health Sciences

Dr. Stewart A. Mackie – Pediatrics

Professor - Affiliated Institution

Dr. Timothy M. Crombleholme - (Connecticut Children's) - Surgery

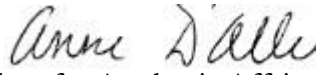
Associate Professor - Affiliated Institution

Dr. Shika Sarkar - (Connecticut Children's) - Pediatrics

Dr. Javeed Sukhera - (Hartford HealthCare Corporation) - Psychiatry

Dr. Haviva Veler – (Connecticut Children's) - Pediatrics

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

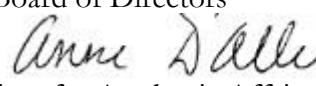
DATE: August 7, 2023

SUBJECT: Timothy M. Crombleholme, M.D.

The Department of Surgery in the University of Connecticut School of Medicine has nominated Dr. Timothy M. Crombleholme for appointment at the rank of Professor, in the Clinician-Investigator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors


FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

DATE: August 7, 2023

SUBJECT: Wenqi Gan, M.D., Ph.D.

The Department of Public Health Sciences in the University of Connecticut School of Medicine has nominated Dr. Wenqi Gan for appointment at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.


Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors
FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 
DATE: August 7, 2023
SUBJECT: Stewart A. Mackie, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Stewart A. Mackie for appointment at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (10:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

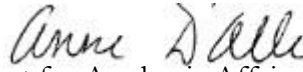
DATE: August 7, 2023

SUBJECT: Shikha Sarkar, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Shikha Sarkar for appointment at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the support (7:4) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

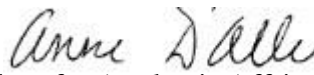
DATE: August 7, 2023

SUBJECT: Javeed Sukhera, M.D., Ph.D.

The Department of Psychiatry in the University of Connecticut School of Medicine has nominated Dr. Javeed Sukhera for appointment at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Hartford HealthCare Corporation) track. The recommendation has the unanimous support (10:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

DATE: August 7, 2023

SUBJECT: Haviva Veler, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Haviva Veler for appointment at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (10:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

ACADEMIC AFFAIRS SUBCOMMITTEE
OF THE BOARD OF DIRECTORS

RECOMMENDATIONS FOR AUGUST 7, 2023

AWARD OF ACADEMIC TENURE:

Dr. Anne M. Delany - Medicine
Dr. Damion J. Grasso - Psychiatry
Dr. J. Travis Hinson – Medicine
Dr. Chia-Ling Kuo - Public Health Sciences
Dr. Penghua Wang - Immunology
Dr. Yanjiao Zhou - Medicine

PROMOTIONS TO SENIOR RANK:

Professor - In-Residence

Dr. Scott R. Allen - Medicine
Dr. Alise Frallicciardi - Emergency Medicine
Dr. Poornima U. Hegde - Pathology and Laboratory Medicine
Dr. Melissa R. Held - Pediatrics
Dr. Jaime Imitola - Neurology
Dr. Santhanam Lakshminarayanan - Medicine
Dr. Juyong Lee - Medicine
Dr. Jun Lu - Dermatology
Dr. Christopher M. Morosky - Obstetrics and Gynecology
Dr. Clifford K. Yang – Diagnostic Imaging and Therapeutics

Professor - Affiliated Institution

Dr. Adam Boruchov - (Trinity St. Francis) - Medicine
Dr. Jeffrey H. Chuang - (Jackson Laboratory) - Genetics and Genome Sciences
Dr. James I. Hagadorn - (Connecticut Children's) – Pediatrics
Dr. Nicole Murray - (Connecticut Children's) - Surgery

Associate Professor

Dr. J. Travis Hinson – Medicine
Dr. Penghua Wang - Immunology
Dr. Yanjiao Zhou - Medicine

Associate Professor - In-Residence

Dr. Angela Bermúdez-Millán - Public Health Sciences
Dr. Murali Dharan - Medicine
Dr. Mario Fahed - Psychiatry
Dr. Joel V. Ferreira - Orthopaedic Surgery
Dr. Adam D. Lindsay - Orthopaedic Surgery
Dr. José A. Montes-Rivera
Dr. Greg Rhee - Public Health Sciences
Dr. Benjamin T. Ristau - Surgery
Dr. Daniel S. Roberts - Surgery
Dr. Vinayak Sathe - Orthopaedic Surgery
Dr. Ruchir Trivedi - Medicine

Associate Professor - Affiliated Institution

Dr. Olga Anczukow-Camarada - (Jackson Laboratory) - Genetics and Genome Sciences
Dr. Alyssa R. Bennett - (Connecticut Children's) - Pediatrics
Dr. Lauri Bolton - (Hartford HealthCare Corporation) - Emergency Medicine
Dr. Rawad Elias - (Hartford HealthCare Corporation) - Medicine
Dr. Prashant Grover - (Trinity St. Francis) - Medicine
Dr. Abhishek Jaiswal - (Hartford HealthCare Corporation) - Medicine
Dr. Mariann N. Kelley - (Connecticut Children's) - Pediatrics
Dr. Sheng Li - (Jackson Laboratory) - Genetics and Genome Sciences
Dr. Dennis Mello (Connecticut Children's) - Surgery
Dr. Michael L. Stitzel - (Jackson Laboratory) - Genetics and Genome Sciences
Dr. Catherine B. Sullivan - (Connecticut Children's - Pediatrics)

Clinical Professor

Dr. Alan Babigian - Department of Surgery
Dr. Thomas J. Martin - Anesthesiology

Associate Clinical Professor

Dr. Franklin I. Rosenberg - Anesthesiology
Dr. Sanjay Sinha - Anesthesiology

ACADEMIC AFFAIRS SUBCOMMITTEE
OF THE BOARD OF DIRECTORS

RECOMMENDATIONS FOR AUGUST 7, 2023

GRANT ACADEMIC TENURE TO:

Anne M. Delany, Ph.D. – Department of Medicine

Dr. Anne Delany is a microbiologist and expert on the role of miRNAs in bone cell function. The work from her laboratory will be important in the prevention of bone loss and fracture repair in humans. She is one of a small group of researchers who introduced the concepts of miRNA epigenetics into the bone field at a time when very little information was available. She is considered an expert in this area by the bone biology community. Dr. Delany is currently the Principal Investigator on an NIH R01 grant and is also funded on a multi-PI NIH R21 grant. Her grant income has been consistent across several years and remains strong. She has 48 peer-reviewed primary research publications, nine peer-reviewed articles, five book chapters and one invited commentary. She has been invited to present her work at national and international meetings such as the University of Uppsala, Sweden, symposium on miRNAs in Bone Health and Disease in 2014, the Keystone Symposium in 2016, as well as a presentation at the University of Minnesota Musculoskeletal Seminar Series in 2021. Her laboratory trainees routinely present their research at the American Society for Bone and Mineral Research every year where they frequently receive special recognition and conference awards. She is one of the founding members of the UConn School of Medicine's Graduate School Diversity, Equity, and Inclusion Committee and has helped develop a mission statement and website. Dr. Delany has graduated five Biomedical Science PhD students within 4-5 years of joining her lab and all have obtained 1-4 national/international awards for their work. She also has mentored a Biomedical Science Master's degree student from the Young Innovative Investigator Program (YIIP) for underrepresented minority students. She was invited to serve on the newly created MD/PhD program Executive Committee whose goal is to strengthen areas such as mentoring, program evaluation and diversity recruitment. Dr. Delany has fulfilled all requirements for award of tenure. She is recognized by her peers at the national and international level and shows evidence that her productivity is sustained and will continue.

Damion Grasso, Ph.D. – Department of Psychiatry

Dr. Damion Grasso is a licensed clinical psychologist and Associate Professor who has developed a successful program of research that is leading to important advances in the fields of stress and health. He is the lead developer of the Structured Trauma-Related Experiences and Symptoms Screener (STRESS) which is widely used in child welfare and juvenile justice settings across the country. He also developed an adult version of the STRESS that features an expanded trauma history section inventorying child and adult exposures. Dr. Grasso has served as a research advisor for 12 medical students (including six capstone projects) and as research advisor for five UConn Storrs graduates, and 12 undergraduate students. He has served on the dissertation committees for five graduate students at other universities, as well as research advisor for five undergraduates at other institutions. He has been extremely productive, with 61 peer review publications in the past nine years, and more than 25 in the

Damion Grasso, Ph.D. – Department of Psychiatry (*continued*)

past two years. He is an internationally recognized leader in research on stress and health. He has obtained substantial grant funding, including ongoing NIH R01 and U01 projects on childhood stress and violence exposure, a completed R21 study on intergenerational transmission of trauma-related risk, and a pending R01 project on intervention to reduce family violence. He has served as an ad hoc reviewer on seven NIH study sections, Consulting Editor for the journal *Child Maltreatment* and Associate Editor for the *Journal of Health Services Psychology*, and a peer reviewer for more than 30 well respected and mid-to-high impact peer review journals. Dr. Grasso has been enormously productive in his efforts to enhance understanding of childhood trauma and adversity and to the development of innovative approaches that can improve outcomes for those who have been impacted by traumatic circumstances. Dr. Grasso has the ability to achieve further success and those who have been impacted by trauma and adversity, will continue to be the beneficiaries of his important work.

J. Travis Hinson, M.D. – Department of Medicine

Dr. J. Travis Hinson was recruited to UConn Health and the Jackson Laboratory of Genomic Medicine as a dual tenure track faculty in 2016. Prior to his arrival, genetic assessment of cardiac syndromes was uncoordinated, and cardiovascular genetic referrals usually went to Yale and Boston area hospitals. He created a dedicated outpatient cardiac genetics clinic where he sees patients with inherited cardiovascular conditions. The clinic provides genetics care to hundreds of patients who suffer from inherited cardiovascular conditions, such as cardiomyopathy, arrhythmia, aortopathy, and hyperlipidemia. In 2019, in recognition of the quality of his clinical program, he was named Medical Director of the Cardiovascular Genetics Clinical program. He has grown this program through referrals from local, regional and national providers. The success of his research program is evidenced by his 17 publications as an independent faculty member in high impact journals such as *Circulation*, *Circulation Research*, *Cell Reports*, *Developmental Cell*, *Nature*, and *Stem Cell Reports*. His record of sustained, extramural funding includes large NIH and DOD grants as PI. He is also an active consortium member of the NIH Common Funds Somatic Cell Genome Editing (SCGE) program and serves on scientific advisory boards and consultantships of three biotechnology companies. Dr. Hinson has been serving as an ad hoc reviewer on three different NIH study sections, as well on an AHA Cardiomyopathy Fellowship peer review committee. He has also been a reviewer for a number of high-impact journals. He has contributed to education at the undergraduate, graduate, and post-graduate levels. He has provided laboratory and career instruction for medical students including hosting several medical students in his cardiovascular genetics clinic, has been a PhD thesis advisor for two MD/PhD students, has served on PhD thesis committees of two graduate students, and provides one-on-one teaching of cardiovascular medicine to fellows and internal medical residents. In addition, he also participates in teaching at the Harvard Medical School giving annual lectures to post-graduate clinical fellows. Dr. Hinson's accomplishments as a physician-scientist have been recognized and honored at every stage of his training and he will continue this high level of performance for years to come.

Chia-Ling Kuo, Ph.D. – Department of Public Health Sciences

Dr. Chia-Ling Kuo's research focuses on the aspects of biological aging, and the association of Apolipoprotein E (apoE), a multi-trait gene, which is associated with Alzheimer's disease. She also has a record of collaboration with multiple investigators and research teams in Medicine, Biology and Dental Science. Her collaborative work covers areas of smoking cessation, asthma, and dental health. In addition to her research she is a Senior Biostatistician in the Connecticut Convergence Institute and the Data Core of the UConn Pepper Center. She has also received the title of Professional Statistician from the American Statistical Association, the leading body of statisticians in the nation. Dr. Kuo is currently funded on 10 research grants and is PI on two of them. Her level of funding has been maintained since 2018. She is an author on 85 academic publications and corresponding or first author on 20 of these. Several of her papers have been leaders in the field including her paper on APOe and COVID which has been cited 188 times. Dr. Kuo has an established reputation outside of UConn SOM where she serves on the editorial boards for the *Journal of Racial and Ethnic Health Disparities* and the *Journal of Applied Gerontology* as a statistical reviewer or advisor. She participates in meetings of numerous societies, including the prestigious Conference on Statistical Practice, the Gerontological Society of America and the International Association of Gerontology and Geriatrics European Region. She has been course director for four intermediate statistics courses in the public health graduate program and has served on the thesis committee of two PhD students, as well as for 15 master's students. She devotes considerable time to one-on-one technical consulting with medical students, residents and master's students. She has published 37 articles that include residents, fellows, masters and PhD students as co-authors. She also provides one-on-one guidance to medical and dental residents and fellows, as well as students in the Masters in Clinical and Translational Research program, on statistical methods and approaches for their research projects. Dr Kuo is an active and successful scientific collaborator with NIH grant success and a strong publishing record and dedication to mentoring and teaching. Dr Kuo will continue to be a tremendous asset to the UConn School of Medicine.

Penghua Wang, Ph.D. – Department of Immunology

After a very competitive national search, Dr. Penghua Wang was recruited into the Department of Immunology in 2018 as a tenure track Assistant Professor. After receiving his PhD from the prestigious National Singapore University and postdoctoral career at Yale University. He worked for one of the best immunologists in the world, Dr. Erol Fikrig. Dr. Wang has developed a prominent national reputation as an expert in the field of immunological research and has active collaborations with world leaders in his field of research. A recent focus of the Wang lab on COVID-19 is of great public health significance. So far he has been awarded one NIH R01 and two NIH R21s. Since 2015 he has authored 53 scientific papers published in prestigious journals including *Nature Communications*, *Nature Metabolism*, *Nature Microbiology*, *Cell Host & Microbe*, *Cell*, *Science* and *Nature* etc. He is the senior and corresponding author for nine research articles and two review articles. He was invited to serve on NIH study section meetings 19 times and his recent contribution to the NIAID AViDD Center review was praised by Dr. Anthony Fauci of NIAID. He also serves on international grant review panels from Canada, Switzerland, France, and Hong Kong. Dr. Wang's mentoring activities include postdoctoral fellows, graduate students and undergraduate students. The postdoctoral fellows in his lab have published excellent papers and participate in departmental activities. One recently accepted an important scientist position in Biotech and the other two will be finishing in the coming years. He has supervised five graduate (three Ph.D. and two Master) thesis projects, four rotating Ph.D. students and


Penghua Wang, Ph.D. – Department of Immunology (*continued*)

serves on two Ph.D. thesis committees. He has mentored eight postdoctoral scientists and two of them have become faculty members. Dr. Wang will continue to excel and have a significant impact in his field of research, and strengthen UConn Health's local, national, and international impact.

Yanjiao Zhou, M.D., Ph.D. – Department of Medicine

Dr. Yanjiao Zhou is a computational biologist with training in medicine, microbiology, immunology, and bioinformatics. She has developed a national reputation in the field of microbiome with a special focus on the role of the microbiome in multiple sclerosis and asthma. Her laboratory was the first to demonstrate overgrowth of fungi in the gut of MS patients and she has shown how bacteria in the airway and gut influence the frequency and severity of asthma attacks in children. Before her arrival, UConn Health did not have a microbiome scientist in residence. Since joining UConn Health, investigators from basic science and clinical departments have sought her expertise. She has also formed collaborations with scientists at other universities in the United States and around the world, including Washington University, Boston College, University of Massachusetts, University of Michigan, Schneider Children's Medical Centre in Israel, and the University of Sydney. Dr. Zhou has published 36 papers in peer-reviewed journals including *Nature*, *Nature Communications* and *Cell Metabolism*. She has served as corresponding author on seven research papers, two reviews, and one book chapter, and as first author on four peer-reviewed research papers. She has been awarded multiple grants as a PI including two R01s and one R21 from the NIH, one from USDA, one from the Department of Defense (DOD), and two small foundation and industrial grants. She also has served as co-investigator on three R01s, one U01, and several other grants. These awards are in the fields of autoimmunity/immunology, aging, addiction, asthma, and nutrition. Dr. Zhou lectures in five graduate level courses and has received excellent reviews. In the laboratory, she has mentored and supervised a remarkable number of students at different academic levels, as well as clinical fellows and dental residents. Many have successfully finished their training and moved on to the next stage of their careers, including MD/PhD programs, medical school, and faculty appointments at UConn and other academic medical centers. Dr. Zhou is a dedicated investigator who has produced very high quality scientific contributions in the field of microbiome research. She has developed a national reputation in this field and has the potential to become an international leader in her field.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

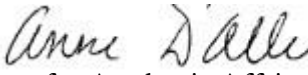
DATE: August 7, 2023

SUBJECT: Scott R. Allen, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Scott R. Allen, for promotion to Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


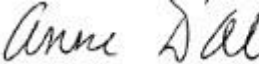
DATE: August 7, 2023

SUBJECT: Olga Anczukow-Camarada, Ph.D.

The Department of Genetics and Genome Sciences in the University of Connecticut School of Medicine has nominated Dr. Olga Anczukow-Camarada for promotion at the rank of Associate Professor, in the Investigator professional category, affiliated (Jackson Laboratory) track. The recommendation has the unanimous support (10:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

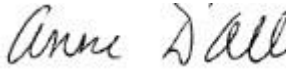
DATE: August 7, 2023

SUBJECT: Alan Babigian, M.D.

The Department of Surgery in the University of Connecticut School of Medicine has nominated Dr. Alan Babigian for promotion at the rank of Clinical Professor, in the Community track. The recommendation has the unanimous support (13:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: Alyssa R. Bennett, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Alyssa R. Bennett for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

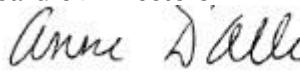
DATE: August 7, 2023

SUBJECT: Angela Bermúdez-Millán, Ph.D.

The Department of Public Health Sciences in the University of Connecticut School of Medicine has nominated Dr. Angela Bermúdez-Millán for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors.

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


DATE: August 7, 2023

SUBJECT: Lauri Bolton, M.D.

The Department of Emergency Medicine in the University of Connecticut School of Medicine has nominated Dr. Lauri Bolton for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Hartford Hospital Corporation) track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs




DATE: August 7, 2023

SUBJECT: Adam Boruchov, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Adam Boruchov for promotion at the rank of Professor, in the Medical Educator professional category, affiliated (Trinity St. Francis) track. The recommendation has the support (9:1) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


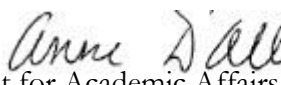
DATE: August 7, 2023

SUBJECT: Jeffrey H. Chuang, Ph.D.

The Department of Genetics and Genome Sciences in the University of Connecticut School of Medicine has nominated Dr. Jeffrey H. Chuang for promotion at the rank of Professor, in the Investigator professional category, affiliated (Jackson Laboratory) track. The recommendation has the support (6:5) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

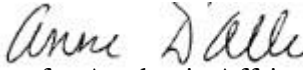
DATE: August 7, 2023

SUBJECT: Murali Dharan, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Murali Dharan for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (12:0 w/1 abstention) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

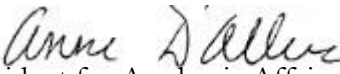
DATE: August 7, 2023

SUBJECT: Anne M. Delany, Ph.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Anne M. Delany for award of academic tenure, in the Investigator professional category. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

DATE: August 7, 2023

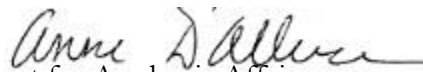
SUBJECT: Rawad Elias, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Rawad Elias for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Hartford HealthCare Corporation) track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



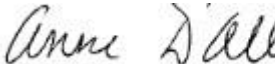
DATE: August 7, 2023

SUBJECT: Mario Fahed, M.D.

The Department of Psychiatry in the University of Connecticut School of Medicine has nominated Dr. Mario Fahed for promotion to the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (8:3) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: Joel V. Ferreira, M.D.

The Department of Orthopaedic Surgery in the University of Connecticut School of Medicine has nominated Dr. Joel V. Ferreira for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (10:3) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

DATE: August 7, 2023

SUBJECT: Alise Frallicciardi, M.D.

The Department of Emergency Medicine in the University of Connecticut School of Medicine has nominated Dr. Alise Frallicciardi for promotion to Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



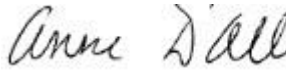
DATE: August 7, 2023

SUBJECT: Damion J. Grasso, Ph.D.

The Department of Psychiatry in the University of Connecticut School of Medicine has nominated Dr. Damion J. Grasso for award of academic tenure, in the Investigator professional category. The recommendation has the support (11:0+1 abstention) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



DATE: August 7, 2023

SUBJECT: Prashant Grover, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Prashant Grover for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Trinity St. Francis) track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: James I. Hagadorn, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. James I. Hagadorn for promotion at the rank of Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


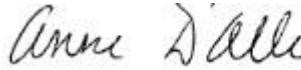
DATE: August 7, 2023

SUBJECT: Poornima U. Hegde, M.D.

The Department of Pathology and Laboratory Medicine in the University of Connecticut School of Medicine has nominated Dr. Poornima Hegde for promotion to the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (11:1) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


DATE: August 7, 2023

SUBJECT: Melissa R. Held, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Melissa R. Held for promotion at the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



DATE: August 7, 2023

SUBJECT: J. Travis Hinson, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. J. Travis Hinson for promotion at the rank of Associate Professor, with award of academic tenure in the Clinician-Investigator professional category. The recommendation has the unanimous support of the School of Medicine's Senior Appointments and Promotions Committee for both (10:0) promotion and (10:0) tenure.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



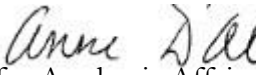
DATE: August 7, 2023

SUBJECT: Jaime Imitola, M.D.

The Department of Neurology in the University of Connecticut School of Medicine has nominated Dr. Jaime Imitola for promotion at the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (13:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: Abhishek Jaiswal M.D.

The Department Medicine in the University of Connecticut School of Medicine has nominated Dr. Abhishek Jaiswal for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Hartford Hospital Corporation) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: Mariann N. Kelley, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Mariann Kelley for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


DATE: August 7, 2023

SUBJECT: Chia-Ling Kuo, Ph.D.

The Department of Public Health Sciences in the University of Connecticut School of Medicine has nominated Dr. Chia-Ling Kuo, for award of academic tenure in the Investigator professional category. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



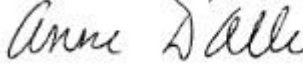
DATE: August 7, 2023

SUBJECT: Santhanam Lakshminarayanan, M.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Santhanam Lakshminarayanan at the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

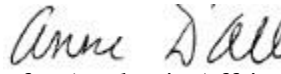
DATE: August 7, 2023

SUBJECT: Juyong Lee, M.D., Ph.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Juyong Lee at the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (11:2) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

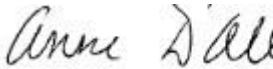
DATE: August 7, 2023

SUBJECT: Sheng Li, Ph.D.

The Department of Genetics and Genome Sciences in the University of Connecticut School of Medicine has nominated Dr. Sheng Li for promotion at the rank of Associate Professor, in the Investigator professional category, affiliated (Jackson Laboratory) track. The recommendation has the unanimous support (10:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


DATE: August 7, 2023

SUBJECT: Adam D. Lindsay, M.D.

The Department of Orthopaedic Surgery in the University of Connecticut School of Medicine has nominated Dr. Adam D. Lindsay for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



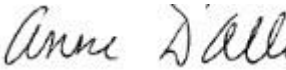
DATE: August 7, 2023

SUBJECT: Jun Lu, M.D.

The Department of Dermatology in the University of Connecticut School of Medicine has nominated Dr. Jun Lu for promotion at the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (11:0+1 abstention) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: Thomas J. Martin, M.D.

The Department of Anesthesiology in the University of Connecticut School of Medicine has nominated Dr. Thomas J. Martin, for promotion to Clinical Professor, in the Community track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

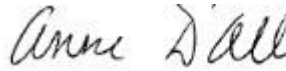
DATE: August 7, 2023

SUBJECT: Dennis Mello, M.D.

The Department of Surgery in the University of Connecticut School of Medicine has nominated Dr. Dennis Mello for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

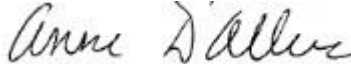
DATE: August 7, 2023

SUBJECT: José A. Montes-Rivera, M.D.

The Department of Neurology in the University of Connecticut School of Medicine has nominated Dr. José A. Montes-Rivera for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



DATE: August 7, 2023

SUBJECT: Christopher M. Morosky, M.D.

The Department of Obstetrics and Gynecology in the University of Connecticut School of Medicine has nominated Dr. Christopher M. Morosky for promotion to the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 


DATE: August 7, 2023

SUBJECT: Nicole Murray, M.D.

The Department of Surgery in the University of Connecticut School of Medicine has nominated Dr. Nicole Murray for promotion at the rank of Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



DATE: August 7, 2023

SUBJECT: Greg Rhee, Ph.D

The Department of Public Health Sciences in the University of Connecticut School of Medicine has nominated Dr. Greg Rhee for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


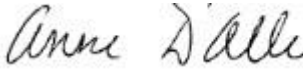
DATE: August 7, 2023

SUBJECT: Benjamin T. Ristau, M.D.

The Department of Surgery in the University of Connecticut School of Medicine has nominated Dr. Benjamin T. Ristau, for promotion to Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs


DATE: August 7, 2023

SUBJECT: Daniel S. Roberts, M.D., Ph.D.

The Department of Surgery in the University of Connecticut School of Medicine has nominated Dr. Daniel S. Roberts, for promotion to Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (14:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs




DATE: August 7, 2023

SUBJECT: Franklin I. Rosenberg, M.D.

The Department of Anesthesiology in the University of Connecticut School of Medicine has nominated Dr. Franklin I. Rosenberg for promotion at the rank of Associate Clinical Professor, in the Medical Educator professional category, community track. The recommendation has the support (11:1) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

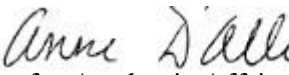
DATE: August 7, 2023

SUBJECT: Vinayak M. Sathe, M.D.

The Department of Orthopaedic Surgery in the University of Connecticut School of Medicine has nominated Dr. Vinayak M. Sathe, for promotion to Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the support (12:2) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

DATE: August 7, 2023

SUBJECT: Sanjay Sinha, M.D.

The Department of Anesthesiology in the University of Connecticut School of Medicine has nominated Dr. Sanjay Sinha for promotion at the rank of Associate Clinical Professor, community track. The recommendation has the unanimous support (13:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Michael L. Stitzel, Ph.D.



The Department of Genetics and Genome Sciences in the University of Connecticut School of Medicine has nominated Dr. Michael L. Stitzel for promotion at the rank of Associate Professor, in the Investigator professional category, affiliated (Jackson Laboratory) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors



FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs

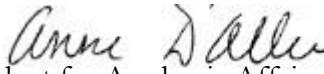
DATE: August 7, 2023

SUBJECT: Catherine B. Sullivan, M.D.

The Department of Pediatrics in the University of Connecticut School of Medicine has nominated Dr. Catherine B. Sullivan for promotion at the rank of Associate Professor, in the Medical Educator professional category, affiliated (Connecticut Children's) track. The recommendation has the unanimous support (11:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

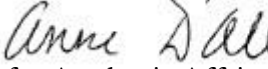
DATE: August 7, 2023

SUBJECT: Ruchir D. Trivedi, M.D.

The Department Medicine in the University of Connecticut School of Medicine has nominated Dr. Ruchir Trivedi for promotion at the rank of Associate Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

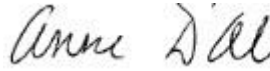
DATE: August 7, 2023

SUBJECT: Penghua Wang, Ph.D.

The Department of Immunology in the University of Connecticut School of Medicine has nominated Dr. Penghua Wang for promotion at the rank of Associate Professor, with award of academic tenure in the Investigator professional category. The recommendation has the unanimous support of the School of Medicine's Senior Appointments and Promotions Committee for both (11:0) promotion and (11:0) tenure.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs 

DATE: August 7, 2023

SUBJECT: Clifford K. Yang, M.D.

The Department of Diagnostic Imaging and Therapeutics in the University of Connecticut School of Medicine has nominated Dr. Clifford K. Yang for promotion at the rank of Professor, in the Medical Educator professional category, in-residence track. The recommendation has the unanimous support (12:0) of the School of Medicine's Senior Appointments and Promotions Committee.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Academic Affairs Subcommittee of the UConn Health Board of Directors

FROM: Anne D'Alleva, Ph.D., Provost & Executive Vice President for Academic Affairs



DATE: August 7, 2023

SUBJECT: Yanjiao Zhou, M.D., Ph.D.

The Department of Medicine in the University of Connecticut School of Medicine has nominated Dr. Yanjiao Zhou for promotion at the rank of Associate Professor, with award of academic tenure in the Investigator professional category. The recommendation has the unanimous support of the School of Medicine's Senior Appointments and Promotions Committee for both (12:0) promotion and (12:0) tenure.

Dr. Bruce T. Liang, Dean of the School of Medicine, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

ACADEMIC AFFAIRS SUBCOMMITTEE OF THE BOARD OF DIRECTORS

RECOMMENDATION FOR AUGUST 7, 2023

PROFESSOR EMERITUS APPOINTMENT

David McFadden, M.D., M.B.A.
Effective October 1, 2023

Dr. David McFadden will retire on October 1, 2023, following a distinguished career that includes his service here since 2011 as Professor and Chair of the Department of Surgery. He was further appointed the Murray-Heilig Chair of Surgery in 2018. An integral member of the UConn Health community, Dr. McFadden was involved with the creation of several ACGME programs including Vascular Fellowship, Neurosurgery Residency, and Vascular Surgery Residency, as well as the expansion of the Surgery, Urology, and Otolaryngology residencies. His commitment to education earned him recognition as Outstanding Faculty Teacher, Undergraduate Medical Students in 2013-15, and again in 2022-23. Dr. McFadden has also actively contributed to numerous committees in the School of Medicine. He chaired Dean's Council from 2012 to 2022, and is a member of the OR Committee, for which he chairs both their Executive and Advisory committees, as well. Dr. McFadden was also involved as a member of the Senior Appointments and Promotions Committee, serving for several years as a primary reviewer. Beyond his contributions in education and as faculty, Dr. McFadden has received accolades in recognition of his exceptional medical acumen. He has been named a top doctor on local, regional, and national levels, including Hartford Magazine's Top General Surgeon and Surgical Oncologist, CT Magazine's Best General Surgeon, and US News and World Report's Top Doctor (1%), putting him in elite company. During his retirement Dr. McFadden plans to continue to participate in undergraduate, residency, and fellowship education and serve as a resource for the incoming Chair.


Ellen Nestler, M.D., M.P.H.
Effective August 7, 2023

Dr. Ellen Nestler, Professor of Medicine, and Associate Dean for Clinical Medical Education, retired from UConn Health on July 31, 2023. During her career here which began 33 years ago, Dr. Nestler served in multiple leadership roles in both the undergraduate and graduate medical education domains. In 2016 Dr. Nestler was named Assistant Dean for Clinical Student Medical Education, with a promotion to Associate Dean in 2018. As lead of Curricular Affairs and Education for Undergraduate Medical Education (UME), Dr. Nestler was responsible for administrative oversight of the clinical curriculum across four years of medical school, including recruitment of new sites for clinical experiences. She played a key role in curriculum reform, as leader of the Course and Curriculum Evaluation Committee and created several new program course offerings. Dr. Nestler was also involved in numerous other educational initiatives, including serving as Associate Program Director for the UConn Primary Care Internal Medicine Residency, as well as Director of the Ambulatory Medicine Clerkship during her career. A five-time recipient of UConn awards for excellence in teaching, she was also named American College of Physicians Laureate Award winner for the Connecticut chapter in 2016, which recognized her commitment to excellence in medical care, teaching, and service to the community. During her retirement Dr. Nestler plans to act as Senior Advisor for Curricular Affairs and Clinical Education, as well as continue to collaborate on a NEGEA multi-institution grant.

Carol Pilbeam, M.D., Ph.D.
Effective August 7, 2023

After more than 35 years of service at UConn Health, Dr. Carol Pilbeam retired on June 30, 2023. Since the beginning of her career here, Dr. Pilbeam has been active in the clinical, research, and education realms. She led the MD/PhD program from 2012-2022, which included the addition of two new faculty positions and saw expansion in program size. In addition to working as an attending physician for 19 years, Dr. Pilbeam regularly served as a preceptor for medical students, residents, and fellows. She prioritized mentoring and over the course of her career she served as a primary mentor for PhD theses and master's degree candidates, and trained nine postdoctoral fellows, in addition to overseeing numerous laboratory rotations over the years. In 2017 she was awarded the Leadership Award from students in honor of her commitment to education. Dr. Pilbeam has published 97 peer-reviewed articles, and well as authored a chapter in "Principals of Bone Biology." She was elected a Fellow of the American Society of Bone and Mineral Research (ASBMR) in 2018, and had her paper chosen as one of 12 best published in the Journal of Bone and Mineral Research over a 20-year period. In retirement Dr. Pilbeam plans to be a consultant for the MD/PhD program, participate in bone biology seminars, and work with diversity groups to find a place for neurodivergent students.

TO: Members of the Academic Affairs Subcommittee of the Board of Directors

FROM: Steven M. Lepowsky, D.D.S. 
Dean, University of Connecticut School of Dental Medicine

DATE: August 7, 2023

SUBJECT: Approval of Recommendations for Promotion to Senior Rank and Award of Academic Tenure

RECOMMENDATION:

That the Academic Affairs Subcommittee of the UConn Health Board of Directors approves the attached School of Dental Medicine recommendations for promotion to senior rank and the recommendations for the award of academic tenure.

BACKGROUND:

Recommendations for promotion to senior rank and the awarding of academic tenure have been reviewed and approved by the faculty candidates' Division Chairs, the Senior Appointments and Promotion Committee (SDM-SAPC), the Dean's Advisory Committee, the Dean of the School of Dental Medicine, and the Provost.

ACADEMIC AFFAIRS SUBCOMMITTEE OF THE BOARD OF DIRECTORS

RECOMMENDATIONS FOR AUGUST 7, 2023

AWARD OF ACADEMIC TENURE:

Dr. Tannin Schmidt Biomedical Engineering

PROMOTIONS TO SENIOR RANK:

Professor (with Continuing Tenure):

Dr. I-Ping Chen Endodontology
Dr. Changchun Liu Biomedical Engineering
Dr. Flavio Uribe Orthodontics

Professor (In-Residence):

Dr. Easwar Natarajan Oral and Maxillofacial Diagnostic Sciences
Dr. Madhur Upadhyay Orthodontics

Professor (Clinical):

Dr. Ajay Dhingra Prosthodontics

Associate Professor (In-Residence):

Dr. Namita Khandelwal Periodontology
Dr. Aniuska Tobin Endodontology
Dr. Foteini Touloumi Prosthodontics

Associate Professor (Clinical):

Dr. Jorge Rabat Pediatric Dentistry
Dr. Sree Raghavendra General Dentistry
Dr. Gary Schulman Pediatric Dentistry

ACADEMIC AFFAIRS SUBCOMMITTEE OF THE BOARD OF DIRECTORS


RECOMMENDATIONS FOR AUGUST 7, 2023

GRANT ACADEMIC TENURE TO:

Tannin Schmidt, Ph.D. – Department of Biomedical Engineering

Dr. Tannin Schmidt received his Bachelor's degree in Engineering Science from the University of Toronto in 2000 and both his M.S. (2002) and Ph.D. (2006) in Bioengineering from the University of California San Diego. He then pursued postdoctoral training in Biochemistry at the Rush University Medical Center in Chicago. Dr. Schmidt served on the faculty at the University of Calgary for nine years with an appointment in both the Faculty of Kinesiology and the Schulich School of Engineering, as well as a joint appointment in the Department of Surgery of the Cumming School of Medicine. During this time, he served as the Associate Director of the Biomedical Engineering Graduate Program and progressed in rank from Assistant Professor to a position as tenured Associate Professor and Research Chair. In 2017, he was recruited to the new Department of Biomedical Engineering at the rank of associate professor, where he has continued to make remarkable achievements and contributions as an internationally recognized leader in basic and translational research on Proteoglycan 4 (PRG4). His research lies in the intersection of biomaterials, biomechanics, biotribology and biochemistry. Dr. Schmidt's record of scholarly productivity is impressive with over 130 peer-reviewed papers, 63 invited presentations, and over \$1.2M in extramural funding. His entrepreneurial activity has resulted in 17 patents and he is the co-founder and patent holder of a clinical stage company which developed rhPRG4 for the treatment of a variety of diseases; his inventive mindset continues to flourish through collaborative work with UConn Tech Transfer. Dr. Schmidt's portfolio of teaching and mentorship is significant at both the predoctoral and graduate level, with contributions to the Scholarship and Discovery course and the development of the Analytic Biochemical Methods for Biomedical Engineers didactic and laboratory course offering. He has mentored 6 PhD and 8 MS students as well as multiple postdocs and undergraduate students, many of which have successfully transitioned into clinical research, academic and startup positions. Dr. Schmidt's record of service is exceptional, having served on the editorial boards of four journals, as a reviewer for over 50 journals, and as a grant reviewer for NIH and international research and science foundations. Internally, Dr. Schmidt has served on multiple unit, school and university committees and boards, including his current service as Chair of Dental Senate. Dr. Schmidt is a very productive faculty member who has established an international reputation in the field of proteoglycans; he continues to explore interdisciplinary collaborations with an entrepreneurial, translational approach that contribute greatly to the mission of the University.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Tannin Schmidt

The Department of Biomedical Engineering in the UConn School of Dental Medicine nominated Dr. Tannin Schmidt for the granting of academic tenure. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (12:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. I-Ping Chen

The Division of Endodontology in the UConn School of Dental Medicine nominated Dr. I-Ping Chen for promotion to Professor with continuing tenure. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (10:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Changchun Liu

The Department of Biomedical Engineering in the UConn School of Dental Medicine nominated Dr. Changchun Liu for promotion to the rank of Professor with continuing tenure. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (12:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors

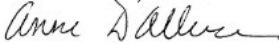
FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Flavio Uribe

The Division of Orthodontics in the UConn School of Dental Medicine nominated Dr. Flavio Uribe for promotion to the rank of Professor with continuing tenure. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (11:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Easwar Natarajan

The Division of Oral and Maxillofacial Diagnostic Sciences in the UConn School of Dental Medicine nominated Dr. Easwar Natarajan for promotion to the rank of Professor (In-Residence). The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (10:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Madhur Upadhyay

The Division of Orthodontics in the UConn School of Dental Medicine nominated Dr. Madhur Upadhyay for promotion to the rank of Professor (In-Residence). The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (11:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Ajay Dhingra

The Division of Prosthodontics in the UConn School of Dental Medicine nominated Dr. Ajay Dhingra for promotion to the rank of Clinical Professor. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (10:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Namita Khandelwal

The Division of Periodontology in the UConn School of Dental Medicine nominated Dr. Namita Khandelwal for promotion to the rank of Associate Professor (In-Residence). The recommendation has the support of the School of Dental Medicine's Senior Appointments and Promotions Committee (6:4). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Aniuska Tobin

The Division of Endodontology in the UConn School of Dental Medicine nominated Dr. Aniuska Tobin for promotion to the rank of Associate Professor (In-Residence). The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (11:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Foteini Touloumi

The Division of Prosthodontics in the UConn School of Dental Medicine nominated Dr. Foteini Touloumi for promotion to the rank of Associate Professor (In-Residence). The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (10:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Jorge Rabat

The Division of Pediatric Dentistry in the UConn School of Dental Medicine nominated Dr. Jorge Rabat for promotion to the rank of Clinical Associate Professor. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (11:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors


FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Sree Raghavendra

The Division of General Dentistry in the UConn School of Dental Medicine nominated Dr. Sree Raghavendra for promotion to the rank of Clinical Associate Professor. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (12:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

TO: Members, Academic Affairs Subcommittee of the UCH Board of Directors

FROM: Anne D'Alleva, Ph.D., 
Provost and Executive Vice President for Academic Affairs

DATE: August 7, 2023

SUBJECT: Dr. Gary Schulman

The Division of Pediatric Dentistry in the UConn School of Dental Medicine nominated Dr. Gary Schulman for promotion to the rank of Clinical Associate Professor. The recommendation has the unanimous support of the School of Dental Medicine's Senior Appointments and Promotions Committee (11:0). The Dean of the School of Dental Medicine, Dr. Steven Lepowsky, has added his endorsement to this nomination. I am pleased to forward it for your consideration with my strong support.

SCHOOL OF MEDICINE

TUITION AND FEES Academic Years 2024-2025 and 2025-2026

Bruce T. Liang, MD, FACC, Dean

Melissa Held, MD, Interim Sr. Assoc. Dean for Medical Education

Donna McKenty, Sr. Director of Finance

AASBOD
08/07/23

UConn

**PROPOSED SOM TUITION AND FEE INCREASE
RECOMMENDED 2.5% INCREASE FOR RESIDENT TUITION
RECOMMENDED 0.5% INCREASE FOR OUT OF STATE & REGIONAL TUITION
2024-2025 and 2025-2026**

SCHOOL OF MEDICINE		CURRENT	PROPOSED			PROPOSED		
		AY23-24	AY24-25		AY25-26			
		Base	%	Amount Increase	FY25	%	Amount Increase	FY26
Tuition	Resident	\$44,666	2.50%	\$1,117	\$45,783	2.50%	\$1,145	\$46,928
	Non-Resident	\$74,367	0.50%	\$372	\$74,739	0.50%	\$374	\$75,113
	Regional*	\$70,502	0.50%	\$353	\$70,855	0.50%	\$354	\$71,209
Professional School Fee								
	Resident	\$2,660	4.50%	\$120	\$2,780	0.00%	\$0	\$2,780
	Non-Resident	\$2,660	4.50%	\$120	\$2,780	0.00%	\$0	\$2,780
	Regional	\$2,660	4.50%	\$120	\$2,780	0.00%	\$0	\$2,780
TOTAL TUITION & PROF FEES								
	Resident	\$47,326	2.61%	\$1,237	\$48,563	2.36%	\$1,145	\$49,708
	Non-Resident	\$77,027	0.64%	\$492	\$77,519	0.48%	\$374	\$77,893
	Regional	\$73,162	0.65%	\$473	\$73,635	0.48%	\$354	\$73,989

Health Insurance**

	Resident	\$3,190	3.00%	\$96	\$3,286	3.00%	\$99	\$3,385
	Non-Resident	\$3,190	3.00%	\$96	\$3,286	3.00%	\$99	\$3,385
	Regional	\$3,190	3.00%	\$96	\$3,286	3.00%	\$99	\$3,385

TOTAL: TUITION, FEES AND HEALTH INS**

		CURRENT	PROPOSED			PROPOSED		
		AY23-24	AY24-25		AY25-26			
	Resident	\$50,516	2.64%	\$1,333	\$51,849	2.40%	\$1,244	\$53,093
	Non-Resident	\$80,217	0.73%	\$588	\$80,805	0.59%	\$473	\$81,278
	Regional	\$76,352	0.75%	\$569	\$76,921	0.59%	\$453	\$77,374

Notes:

* The regional rate for tuition must be at least 150% the resident rate.

** The health insurance rate increase for AY24-25 and AY25-26 are estimated based on recent trend data and students can opt out if they have other coverage

HISTORIC PUBLIC SCHOOL RANKINGS COMBINED TUITION, FEES AND HEALTH INSURANCE

RESIDENT

	AY16-17	AY17-18	AY18-19	AY19-20	AY20-21	AY21-22	AY22-23
National Average*	\$34,594	\$35,704	\$36,755	\$37,556	\$37,962	\$38,880	\$39,905
UConn*	\$40,054	\$41,564	\$43,196	\$44,290	\$45,916	\$47,303	\$48,762
National % increase	2.1%	3.2%	2.9%	2.2%	1.1%	2.4%	2.6%
UConn % increase	3.9%	3.8%	3.9%	2.5%	3.7%	3.0%	3.1%
UConn rank (1 - highest)	22	20	19	19	17	15	17
# of Schools reporting	88	90	91	91	90	93	93
UConn percentile	76%	79%	80%	80%	82%	85%	83%

NON-RESIDENT

	AY16-17	AY17-18	AY18-19	AY19-20	AY20-21	AY21-22	AY22-23
National Average*	\$58,740	\$60,141	\$60,802	\$61,858	\$60,955	\$62,774	\$63,718
UConn*	\$71,262	\$74,176	\$77,276	\$78,370	\$79,996	\$79,973	\$79,973
National % increase	1.6%	2.4%	1.1%	1.7%	-1.5%	3.0%	1.5%
UConn % increase	3.9%	4.1%	4.2%	1.4%	2.1%	0.0%	0.0%
UConn rank (1 - highest)	14	11	9	7	8	9	11
# of Schools reporting	88	90	89	86	90	89	89
UConn percentile	85%	88%	91%	93%	92%	91%	89%

Notes:

*Includes Tuition, Professional Fees and Health Insurance - public medical schools
Data gathered from AAMC Tuition and Student Fees for First-Year Students

PUBLIC SCHOOLS OF MEDICINE COMPARISONS TO LOCAL PUBLIC COMPETITOR SCHOOLS COMBINED TUITION & FEES & HEALTH INSURANCE

RESIDENT

SCHOOL	AY22-23*	AY21-22	AY20-21
Stony Brook University - Renaissance	\$51,926	\$51,670	\$51,716
SUNY Downstate College of Medicine	\$50,741	\$49,824	\$48,768
Rutgers New Jersey Medical School	\$50,070	\$48,112	\$47,342
University at Buffalo Sch of Med - Jacobs	\$49,939	\$46,772	\$49,067
SUNY Upstate Medical University	\$49,834	\$45,213	\$48,377
Rutgers, Robert Wood Johnson Medical School	\$49,202	\$48,644	NI
University of Connecticut School of Medicine	\$48,762	\$47,303	\$45,916
University of Maryland School of Medicine	\$45,898	\$46,724	\$47,350
University of Massachusetts Medical School	\$45,521	\$44,085	\$43,181
Rowan University - Cooper Medical School	\$44,793	\$42,769	\$42,769
University of Vermont College of Medicine	\$42,370	\$42,034	\$42,048
CUNY School of Medicine	\$41,912	\$41,662	\$41,912

NON RESIDENT

SCHOOL	AY22-23*	AY21-22	AY20-21
University of Connecticut School of Medicine	\$79,973	\$79,973	\$79,996
University of Maryland School of Medicine	\$75,574	\$77,106	\$76,445
Rutgers New Jersey Medical School	\$74,199	\$72,002	\$70,879
Stony Brook University - Renaissance	\$73,416	\$73,250	\$73,206
Rutgers, Robert Wood Johnson Medical School	\$73,331	\$72,534	NI
University of Massachusetts Medical School	\$72,901	\$70,797	\$69,500
SUNY Downstate College of Medicine	\$72,231	\$71,314	\$70,258
University at Buffalo Sch of Med - Jacobs	\$71,429	\$68,212	\$70,557
SUNY Upstate Medical University	\$71,324	\$66,703	\$69,867
Rowan University - Cooper Medical School	\$69,742	\$66,530	\$66,530
CUNY School of Medicine	\$69,572	\$69,572	\$0
University of Vermont College of Medicine	\$69,470	\$69,134	\$69,148

Notes:

*Data sorted by AY22-23 in descending order

Data gathered from AAMC Public School Tuition and Fees First Year Tuition, Fees and Health Insurance Costs.

NI = No information; school did not report

**STUDENTS ACCEPTED TO UCONN SOM
WHO MATRICULATED AT OTHER SCHOOLS (N=106 STUDENTS)
TOP 14 COMPETITOR SCHOOLS
CLASS ENTERING AY 2022-2023**

School	# of Students	# CT Residents	# Non-Residents	%	Resident Tuition, Fees & Health Ins.	Non-Resident Tuition, Fees & Health Ins.
Boston University	5	4	1	4.81%	\$73,851	\$73,851
Columbia University	4	2	2	3.85%	\$75,624	\$75,624
Emory University	4	2	2	3.85%	\$58,680	\$58,680
Uniformed Services University	4	3	1	3.85%	\$0	\$0
Tufts University	3	2	1	2.88%	\$75,642	\$75,642
University of Massachusetts	3	0	3	2.88%	\$45,521	\$72,901
Hofstra/Northwell	3	1	2	2.88%	\$62,074	\$62,074
Case Western Reserve	3	1	2	2.88%	\$73,380	\$73,380
Brown University	3	2	1	2.88%	\$72,799	\$72,799
Mount Sinai	3	2	1	2.88%	\$69,029	\$69,029
Thomas Jefferson University	3	1	2	2.88%	\$67,686	\$67,686
Cornell	3	0	3	2.88%	\$75,118	\$75,118
University of Pennsylvania	3	2	1	2.88%	\$73,293	\$73,293
UC San Diego	3	2	1	2.88%	\$44,950	\$69,742
Subtotal / Average	47	24	23	45.19%	\$61,975	\$65,701
Median					\$70,914	\$72,850
University of Connecticut					\$48,762	\$79,973

Notes:

Source: 2022 Joint Acceptance Report from the AAMC

Dollar amounts include Tuition, Fees and Health Insurance

Schools represent matriculating students of 3 or more

TUITION, FEES, HEALTH INSURANCE COST FOR FIRST YEAR MEDICAL STUDENTS AAMC PUBLIC SCHOOLS - AY 2022-2023

SCHOOL	RESIDENT TUITION & FEES & HLTH. INS.	Rank	% Tile Rank	SCHOOL	NON-RESIDENT TUITION & FEES & HLTH. INS.	Rank	% Tile Rank
Virginia Tech Carilion	\$61,054	1	100%	U Washington	\$94,364	1	100%
Oakland Beaumont	\$57,936	2	99%	South Carolina Columbia	\$91,861	2	99%
Carle Illinois	\$56,588	3	98%	South Carolina Greenville	\$91,858	3	98%
Oregon	\$55,510	4	97%	Northeast Ohio	\$91,153	4	97%
Virginia	\$54,384	5	96%	Michigan State	\$90,741	5	95%
Michigan	\$53,915	6	95%	Utah-Eccles	\$87,741	6	94%
U Washington	\$53,480	7	93%	Illinois	\$84,812	7	93%
Renaissance Stony Brook	\$51,926	8	92%	Missouri Columbia	\$82,948	8	92%
Illinois	\$51,632	9	91%	South Dakota-Sanford	\$81,708	9	91%
SUNY Downstate	\$50,741	10	90%	Oregon	\$80,298	10	90%
Michigan State	\$50,610	11	89%	Connecticut	\$79,973	11	89%
Rutgers New Jersey	\$50,070	12	88%	Hawaii-Burns	\$77,308	12	88%
Buffalo-Jacobs	\$49,939	13	87%	Maryland	\$75,574	13	86%
SUNY Upstate-Norton	\$49,834	14	86%	Kentucky	\$75,328	14	85%
Northeast Ohio	\$49,466	15	85%	Rutgers New Jersey	\$74,199	15	84%
Rutgers-RW Johnson	\$49,202	16	84%	Colorado	\$74,071	16	83%
Connecticut	\$48,762	17	83%	Renaissance Stony Brook	\$73,416	17	82%
Average	\$39,905			Average	\$63,718		
Median	\$41,095			Median	\$65,744		
UConn	\$48,762			UConn	\$79,973		

Note: 93 schools included in data set. List is truncated due to space limitations.

TUITION, FEES, HEALTH INSURANCE COST FOR FIRST YEAR MEDICAL STUDENTS AAMC ALL SCHOOLS (PUBLIC & PRIVATE)- AY 2022-2023

SCHOOL	PUBLIC or PRIVATE	RESIDENT TUITION & FEES & HLTH. INS.	Rank	% Tile Rank	SCHOOL	PUBLIC or PRIVATE	NON-RESIDENT TUITION & FEES & HLTH. INS.	Rank	% Tile Rank
Hackensack Meridian	Private	\$76,609	1	100%	U Washington	Public	\$94,364	1	100%
Tufts	Private	\$75,642	2	99%	South Carolina Columbia	Public	\$91,861	2	99%
Columbia-Vagelos	Private	\$75,624	3	99%	South Carolina Greenville	Public	\$91,858	3	99%
Cornell-Weill	Private	\$75,118	4	98%	Northeast Ohio	Public	\$91,153	4	98%
Tulane	Private	\$74,834	5	97%	Michigan State	Public	\$90,741	5	97%
Northwestern-Feinberg	Private	\$74,590	6	97%	Utah-Eccles	Public	\$87,741	6	97%
Dartmouth-Geisel	Private	\$73,941	7	96%	Illinois	Public	\$84,812	7	96%
BU-Chobanian Avedisian	Private	\$73,851	8	95%	Missouri Columbia	Public	\$82,948	8	95%
Case Western Reserve	Private	\$73,380	9	95%	South Dakota-Sanford	Public	\$81,708	9	95%
Pennsylvania-Perelman	Private	\$73,293	10	94%	Oregon	Public	\$80,298	10	94%
Rochester	Private	\$72,855	11	94%	Connecticut	Public	\$79,973	11	93%
Brown-Alpert	Private	\$72,799	12	93%	Hawaii-Burns	Public	\$77,308	12	93%
Southern Cal-Keck	Private	\$72,758	13	92%	Hackensack Meridian	Private	\$76,609	13	92%
Georgetown	Private	\$72,505	14	92%	Tufts	Private	\$75,642	14	91%
Harvard	Private	\$72,163	15	91%	Columbia-Vagelos	Private	\$75,624	15	91%
Michigan State	Public	\$50,610	65	58%	UNLV-Kerkorian	Public	\$68,883	65	57%
Rutgers New Jersey	Public	\$50,070	66	58%	George Washington	Private	\$68,850	66	56%
Buffalo-Jacobs	Public	\$49,939	67	57%	Creighton	Private	\$68,754	67	56%
SUNY Upstate-Norton	Public	\$49,834	68	56%	West Virginia	Public	\$68,665	68	55%
Northeast Ohio	Public	\$49,466	69	56%	Einstein	Private	\$68,227	69	54%
Rutgers-RW Johnson	Public	\$49,202	70	55%	Kansas	Public	\$67,980	70	54%
Connecticut	Public	\$48,762	71	55%	Quinnipiac-Netter	Private	\$67,855	71	53%
Average		\$48,971			Average		\$63,874		
Median		\$47,596			Median		\$67,478		
UCONN		\$48,762			UCONN		\$79,973		

Note: 155 schools included in data set. List is truncated due to space limitations.

SCHOOL OF MEDICINE FINANCIAL AID AY 2021-2022 (FY22)


ITEM	AMOUNT	INTEREST RATE %
Federal Loans		
Unsubsidized Direct Loans	\$ 10,369,504	7.05%
Grad Plus Direct Loans	\$ 2,766,939	8.05%
Military	\$ 127,406	
National Health Service Corp	\$ 26,697	
sub total	\$ 13,290,546	
Institutional Loans		
University Loan	\$ 679,522	fixed 5.00%
Health Professions Loan	\$ -	
Loans for Disadvantaged Students	\$ 2,500	
Primary Care Loans	\$ 219,700	
sub total	\$ 901,722	
Institutional Grants		
HCOP	\$ 2,740,000	
Merit	\$ 168,250	
Tuition Remission	\$ 2,402,957	
sub total	\$ 5,311,207	
Grand Total	\$ 19,503,475	

Notes: Source 2021-2022 LCME Part I-B Student Financial Aid Questionnaire

Summary

- While resident tuition is increasing, UConn SOM tuition and fees remain below that of most local public competitor schools.
- Resident tuition at UConn SOM is above the average for public schools but lower than the average for all public and private schools.
- UConn SOM medical school indebtedness:
 - UConn SOM graduates with indebtedness is 68% compared to the median of 76% for public schools and 74% for public and private schools.
 - UConn SOM graduates have an average of \$177K indebtedness compared to the average of \$183K and the median of \$189K among all medical schools.
- UConn SOM graduates have significantly lower medical school indebtedness among our local public competitor schools.
 - UConn SOM graduates have an average of \$177K indebtedness compared to the average of \$202K and the median of \$201K among local public competitor schools.

TO: Members of the Academic Affairs Subcommittee of the Board of Directors

FROM: Steven M. Lepowsky, D.D.S. 
Dean, University of Connecticut School of Dental Medicine

DATE: August 7, 2023

SUBJECT: Revision to the Bylaws of the School of Dental Medicine

RECOMMENDATION:

It is the recommendation of the Dean of the School of Dental Medicine that the UConn Health Board of Directors approve the attached revisions to the Bylaws of the School of Dental Medicine.

BACKGROUND:

In 2019, at the request of the Dean, the Senate engaged in a comprehensive review of the existing Bylaws of the School of Dental Medicine, last revised in 2011. Initially, the focus of the review was specific to the content and language pertaining to the Senate.

Subsequently, the scope and breadth of the Senate's work was expanded to include a comprehensive review of the entire Bylaws document. The intent of the review, and subsequent revisions, was to ensure that the Bylaws accurately reflected the structure and operations of the School of Dental Medicine. Of particular concern was content that referred to an organizational structure that was no longer functionally operational and language that referred to structures and positions which were no longer applicable. In addition, inherent conflicts in the language existed between various sections of the document.

The proposed revisions to the Bylaws are intended to:

1. Accurately reflect the current organizational structure of the School of Dental Medicine and allow for greater flexibility to respond to future indicated organizational changes
2. Allow for equitable recognition of all units (current divisions and departments) by changing naming conventions and deletion of references to specific units which no longer exist
3. Allow for equitable representation of the faculty on Dental Senate based upon recognition of organizational units
4. Allow for equitable representation of the faculty leadership on the Deans Advisory Committee
5. Allow for Dental Senate to be responsive to its charge of representing the faculty by separating the Senate's guidelines from the body of the School's Bylaws
6. Allow for periodic review of the School of Dental Medicine's organizational units

The following steps were carried out:

1. The proposed revisions result from a multi-year, collaborative effort between the membership of Dental Senate and the Dean's Office, with guidance from the Office of the General Counsel, followed by final approval of the revised document by Senate on September 13, 2022
2. The revised document was approved by the Deans Advisory Committee on April 5, 2023
3. The revised document was provided to all faculty via email
4. An all-faculty meeting was held on July 11, 2023 with the specific purpose of discussion of the revised document
5. A closed ballot vote was held between July 11, 2023 and July 18, 2023. 80 votes were cast (of a total count of 96 eligible faculty) with 79/80 (98.75%) votes in favor of the proposed revisions
6. Following approval by the School of Dental Medicine faculty, the proposed revisions are being sent to the UConn Health Board of Directors for consideration of approval.

Attached to this resolution are a clean copy of the proposed revised Bylaws and a copy with track changes from the current Bylaws document, as well as similar documents for the Senate guidelines.

**BYLAWS
UNIVERSITY OF CONNECTICUT
SCHOOL OF DENTAL MEDICINE**

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PREAMBLE

All policies of the School of Dental Medicine, a component of the University of Connecticut shall be determined by the Board of Directors of UConn Health and/or the University Board of Trustees as specified in the Bylaws of the University of Connecticut (such boards hereafter termed "the Board of Directors and/or Board of Trustees"). Administrative decisions are made by University officials in accordance with the policies of the Board of Directors and/or Board of Trustees. The School of Dental Medicine, within policies established by the Board of Directors and/or Board of Trustees and the guidelines herein, is responsible for: the educational program leading to the degree of Doctor of Dental Medicine; graduate programs and courses approved by the Graduate School and conducted by Faculty members of the School of Dental Medicine; internship and residency programs for continuing education programs in the various dental sciences; rendering patient care in programs established by the School of Dental Medicine; and conducting research in dental and related sciences.

The Voting Faculty of the School of Dental Medicine (see Section I, Article Four) is authorized to establish rules, regulations and policy with respect to academic matters, acting within the general policies as established by the Board of Directors and/or Board of Trustees. The chief executive officer of the School of Dental Medicine is the Dean. The Dean is aided in the administration of the School by Associate and Assistant Deans, organizational unit leaders, as well as administrative committees.

The following guidelines describe the interrelationships and responsibilities of the individuals and groups within the School of Dental Medicine.

SECTION I - FACULTY

Article One - Composition

The Faculty shall consist of the President of the University, the Provost, the Executive Vice President for Health Affairs, the Dean, all Professors, Associate Professors, Assistant Professors and Instructors belonging to organizational units within the School of Dental Medicine (see SECTION IV - ORGANIZATIONAL STRUCTURE), and others who are appointed by the President.

Article Two - Types of Appointments

- 2.1 Appointments to the position of Professor, Associate Professor, and Assistant Professor shall be given to "full-time" members of the Faculty who are either tenured or appointed in tenure-track positions and shall be subject to the guidelines described in *Section I. Faculty Holding Tenurial Appointment* of the School of Dental Medicine's document *Senior Appointment and Promotions Committee: Principles, Guidelines and Procedures for Appointment, Promotion and Tenure* ("SAPC Guidelines").

- 2.2 Appointments to In-Residence Faculty positions shall be subject to the guidelines described in *Section II. Faculty Holding Non-Tenurial In-Residence Appointment* of the *SAPC Guidelines* document. These guidelines shall include, but are not limited to, the following:
 - a. that the criteria for promotion that are emphasized in making decisions will be weighted according to the effort by the candidate in teaching, research, patient care and other professional activities.
 - b. that appointments to the rank of Instructor or Assistant Professor in this track will be made on the recommendation of the respective organizational unit leader with the concurrence of the Dean. Appointments are for a period up to two years and are renewable.
 - c. that all future appointments be made with the understanding that individuals must be promoted to the rank of Associate Professor on or before the completion of the ninth year of employment. If the individual is not promoted, the appointment during the tenth year will be terminal.
 - d. that appointments to the rank of Associate Professor or Professor are subject to the usual review process by the Senior Appointments and Promotions Committee and the Dean's Advisory Committee.
 - e. that appointments to the rank of Associate Professor or Professor should be renewable term appointments if funding for the period is assured. The term

for an Associate Professor may be for a period up to three years and for a Professor for a period of up to five years. In each case continued appointment is contingent on meeting the terms of agreement that are made at the time of appointment or reappointment.

- f. that the designation "In Residence" be for administrative purposes only, and need not be used in correspondence or published Faculty lists.

2.3 Appointments to "Clinical Category" Faculty positions shall be subject to the guidelines described in *Section III. Faculty Holding Non-Tenurial Clinical Category Appointment* of the *SAPC Guidelines* document. These guidelines shall include, but are not limited to, the following:

- a. that Faculty appointed in this track shall have responsibilities that are primarily non-academic, e.g. direct patient care, clinical instruction, clinical administration.
- b. that Faculty appointed in this track shall have the opportunity to apply for reassignment to an academic track appointment.
- c. that the modifying term "Clinical" shall be included in the Faculty title e.g. Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor.
- d. that appointment to a rank within this track and the term of that appointment shall be determined by guidelines described in the *SAPC Guidelines* document.
- e. that reappointment and promotion shall be determined by criteria described in the *SAPC Guidelines* document.

2.4 Changes in Appointment Type

A change or transfer in appointment type may be considered between certain types of Faculty appointments. Requirements for and restrictions on transfer of appointment are as follows:

- a. Sufficient justification, as determined by the Dean, must exist to warrant consideration of transfer of appointment.
- b. The Faculty member and the respective organizational unit leader or their designee, must petition the Dean for consideration of transfer of appointment. The Dean may accept or decline the petition.
- c. Tenurial Faculty may transfer to an In-Residence appointment, but are not permitted to transfer to a non-academic Clinical Category appointment.
- d. In-Residence Faculty may transfer to a tenurial appointment, but are not permitted

to transfer to a non-academic Clinical Category appointment.

- e. Clinical Category Faculty may transfer to a tenurial appointment or an In-Residence appointment.
 - f. Faculty members who transfer to a tenure track appointment may be given credit toward the required probationary period for tenure appointments. A minimum one-year probationary period is required of all individuals after appointment to the tenure track. With a change in track, appointments at the Associate Professor and Professor levels are subject to the usual review process by the Senior Appointments and Promotions Committee.
 - g. In those instances where it is mutually agreed between the Faculty member, the respective unit leadership and the Dean that a Faculty member was initially appointed in the wrong type or category of appointment, a correction of the employment authorization will be permitted without compromising the privilege of transferring at a future date from one track to another as described in Section 2.4.h.
 - h. Transfer from one appointment type or category to another appointment type or category, under the guidelines and restrictions described above in Section 2.4 a-e, will be permitted on one occasion only during the entire employment period of a Faculty member in the School of Dental Medicine and such a change is irreversible.
- 2.5 Appointments to the usual Faculty ranks with the modifying word "Adjunct" included in the title may be given to individuals who serve as part-time Faculty members. Such appointments may be made for a term of up to one year to individuals who are actively participating in programs of the School of Dental Medicine. Such appointments may be renewed annually.
- 2.6 Appointments to the usual Faculty ranks with the modifying word "Visiting" included in the title may be made on an annual basis for a period not exceeding a total of two consecutive years.
- 2.7 Faculty may hold joint appointments between organizational units in the School of Dental Medicine, and between the School of Dental Medicine and other schools or colleges within the University.
- 2.8 A clinician who is neither employed by UConn Health affiliated institutions, nor employed as a faculty member by other units of UConn Health or the University, is eligible for a volunteer clinical faculty appointment if he or she contributes to the academic mission of the School of Dental Medicine. The academic ranks for volunteer faculty include Volunteer Clinical Instructor, Volunteer Clinical Assistant Professor, Volunteer Clinical Associate Professor, and Volunteer Clinical Professor. The title Volunteer Clinical Associate may be used for those who make intermittent or less than major contributions to the academic programs of the School of Dental Medicine.

Article Three - Appointment and Promotions Procedures

- 3.1 Initial appointments are generally made at the Instructor or Assistant Professor level. Initial appointments shall be recommended by the respective organizational unit leader to the Dean. The initial appointment shall be made upon approval by the Dean or their designee, subject to relevant University processes. Initial appointments to the rank of Professor or Associate Professor shall be reviewed by the Senior Appointments and Promotions Committee and the Dean's Advisory Committee, and their comments shall be given due consideration before the Dean approves the recommendation.
- 3.2 Faculty nominations for promotion may be made to the Dean by the respective organizational unit leader or by the faculty member themselves. The Dean may also initiate the nomination for promotion of any faculty member. Nominations shall be reviewed by the Senior Appointments and Promotions Committee and the Dean's Advisory Committee, and their comments shall be given due consideration before the Dean makes their recommendation to the Provost of the University for transmittal to the President for final determination by the Board of Directors and/or Board of Trustees. In the case of appointments or promotion to the rank of Assistant Professor or below, or to temporary positions, committee review is not necessary. Recommendations for clinical appointments or to the volunteer Faculty shall be reviewed in the manner established for the various ranks of the full-time Faculty.
- 3.3 Recommendations for tenure shall be made to the Dean by the respective unit leadership [[Department Head and Division Chair (if Division Chair exists)]]. The recommendations shall be reviewed by the Senior Appointments and Promotions Subcommittee and the Dean's Advisory Committee (see Section HI, Article 3.4), and their comments shall be given due consideration before the Dean makes his/her recommendation to the Provost of the University for transmittal to the President for final determination by the Board of Directors and/or Board of Trustees.
- 3.3. Annual evaluation of Faculty shall occur as described in the SDM Faculty Evaluation and Compensation Plan and may trigger Post-Tenure Review of Faculty as described in Appendix F (SDM Post-Tenure Review Plan).

Article Four – Voting Faculty

- 4.1 **Composition:** The Voting Faculty shall be composed of the President and Provost of the University, the Executive Vice President for Health Affairs, the Dean of the School of Dental Medicine, and all Professors, Associate Professors Assistant Professors, and Instructors with primary appointments in the School of Dental Medicine in any appointment category who are paid a full or partial salary. Any paid Faculty from any other unit in the University who is a voting member of the School of Dental Medicine Senate and who is not otherwise included herein shall also be a member of the Voting Faculty.
- 4.2 **Responsibilities:** The Voting Faculty is responsible for establishing rules, regulations and policy with respect to academic matters, acting within the general policies as established by the Board of Directors and/or the Board of Trustees. Its responsibilities include matters of student affairs, predoctoral dental education,

graduate dental education, continuing education, and research. This responsibility for academic matters is presently delegated to the School of Dental Medicine Senate (as established by Section II, herein).

- 4.3 Meetings: The Voting Faculty of the School of Dental Medicine shall be convened at the request of the President of the University, the Executive Vice President for Health Affairs, the Dean of the School of Dental Medicine, or by a request to the Dean by one-third of the Voting Faculty. The President of the University, or in his/her/their absence the Executive Vice President for Health Affairs, or in his/her/their absence the Dean of the School of Dental Medicine, shall preside at meetings of the Voting Faculty. An attendance of at least fifty per cent of the total Voting Faculty shall be considered a quorum. Decisions of the Voting Faculty shall be by majority vote.

SECTION II - SCHOOL OF DENTAL MEDICINE SENATE

Article One – Structure, Operation and Authority

The School of Dental Medicine Senate has been established by the Voting Faculty with the approval of the Board of Trustees of the University and operates under the Bylaws of the School of Dental Medicine Senate as approved by the Board of Trustees. It exercises by delegation the responsibility for academic matters within the jurisdiction of the Voting Faculty as outlined in Section I, Article 4.2. In addition to its delegated responsibilities for academic policy, the Senate, an elected group representing the Faculty, may discuss non-academic matters of interest to the Faculty and make recommendations for the consideration of these matters by the administration and the Board of Directors and/or Board of Trustees.

Article Two - Meetings

The Senate shall be convened as specified in the Guidelines of the School of Dental Medicine Senate (Senate Guidelines), or by the President of the University, the Executive Vice President for Health Affairs, the Dean of the School of Dental Medicine, or by a request to the Dean by one-third of the Voting Faculty.

Article Three - Modification of Senate Guidelines

The Senate Guidelines may be modified by the Voting Faculty through the amendment procedures proscribed in the Senate Guidelines.

SECTION III – ADMINISTRATION

Article One – Executive Vice President for Health Affairs

The Executive Vice President for Health Affairs shall be a non-voting member of the School of Dental Medicine Senate. S/he shall interpret the Bylaws, rules, and regulations of the School of Dental Medicine Senate and, subject to approval by the President of the University, determine what matters fall within the purview of academic policy and what matters must be brought to the Board of Directors and/or Board of Trustees prior to implementation.

Article Two - Dean

- 2.1 Appointment: The Dean of the School of Dental Medicine shall be appointed by the Board of Directors and/or Board of Trustees upon recommendation of the President of the University.
- 2.2 Duties: The Dean shall be the principal administrative officer of the School. The Dean shall be responsible to the President of the University through the Executive Vice President for Health Affairs in all matters. The Dean's duties shall include the implementation of the regulations and policies of the University and the School of Dental Medicine as approved by the Board of Directors and/or Board of Trustees. After consultation with the Division Chairs and Department Heads, the Dean shall prepare annual budget recommendations for the School. The Dean shall make recommendations regarding the appointment, promotion and tenure of members of the Faculty, the unit leadership, and Assistant and Associate Deans. The Dean shall assign space that is available to the School of Dental Medicine organizational units.

Article Three - Dean's Advisory Committee

- 3.1 Composition: The Dean's Advisory Committee shall consist of the Dean of the School of Dental Medicine, who will serve as Chair of the Committee, and the heads of organizational units of the School of Dental Medicine. At the discretion of the Dean, other administrative leaders of the School of Dental Medicine (e.g., Associate Deans, leaders of subsidiary units, etc.) or School of Medicine may be members of the Committee. Members of the Dean's Advisory Committee shall not concurrently serve as members of the Senior Appointments and Promotions Subcommittee (SAPC).
- 3.2 Responsibilities: The Dean's Advisory Committee shall serve as an advisory group to the Dean.
- 3.3 Meetings: Meetings of the Dean's Advisory Committee shall be held as determined by the Dean or at the request of one-third of its members.
- 3.4 Subcommittees: Subcommittees of the Dean's Advisory Committee may be formed and dissolved at the discretion of the Dean. The membership of Subcommittees need not be limited to those individuals who are members of the Dean's Advisory Committee. Appointments and reappointments to any subcommittee of the Dean's

Advisory Committee shall be made by the Dean.

Article Four - Standing Administrative Committees

- 4.1 Purpose: In some areas, administrative decisions or activities are best achieved through the collective effort or judgment of groups of Faculty members. In these areas, standing Administrative Committees shall be appointed to implement established policy. Reports summarizing the activities of the Standing Administrative Committees may be made periodically to or by request from the Dental Senate or its Councils.
- 4.2 Standing Committees
 - 4.2.1 The Senior Appointments and Promotions Committee (SAPC) shall advise the Dean on the award of tenure and on all appointments to the rank of Professor or Associate Professor, except for the leadership of organizational units.
 - 4.2.1.1 The SAPC shall operate consistent with the School of Dental Medicine document *Senior Appointments and Promotions Committee: Principles, Guidelines and Provisions for Appointments, Promotion and Tenure* (“SAPC Guidelines”).
 - 4.2.1.2 Revisions to the SAPC Guidelines document are made by the Dean after consultation with the Dean’s Advisory Committee and the Dental Senate.
- 4.3 A committee shall advise the Dean on clinical matters as they pertain to the school, UConn Health and to community hospitals or other health agencies.
 - 4.3.1 A committee shall advise the Dean on matters related to the school’s research activities.
 - 4.3.2 In the area of student affairs, there shall be standing committees for Admissions and for other needs as they may develop.
In the area of academic affairs, there shall be standing committees on Student Standing and Promotion as well as committees responsible for the various components of the predoctoral, graduate and continuing dental education programs.
- 4.4 Appointment: Standing Administrative Committees and the chairs of those committees shall be appointed annually by the Dean.

SECTION IV - ORGANIZATIONAL STRUCTURE

Article One - Purpose

The Faculty shall be organized into various organizational units. These units and any subsidiary units shall serve an organizational purpose that provides a home for Faculty members with similar interests, and that establish groups with general competence in specific fields of endeavor. These units shall provide personnel for educational and other activities that are organized as interdepartmental or interdisciplinary programs.

Article Two - Structure

The various organizational units in the School of Dental Medicine shall be based upon the operational needs of the School, as determined by the Dean in consultation with the Dean's Advisory Committee. The Dean shall solicit and consider feedback from the Faculty and the Dean's Advisory Committee before any changes, including to unit naming conventions, are made to the organizational structure of the School. The current organizational structure of the School of Dental Medicine, including unit naming conventions, is described in detail in Appendix F. Appendix F shall be updated any time that changes to the structure are made consistent with these Bylaws.

In addition, departments within the UConn School of Medicine may provide educational programming for the School of Dental Medicine. Should it so desire, the School of Dental Medicine may request Faculty representation from one or more School of Medicine departments on the School of Dental Medicine Senate or any of its committees or subcommittees.

School of Dental Medicine Faculty from units with educational or patient care responsibilities may also be appointed to a Department of Dentistry for purposes relating to the John Dempsey Hospital.

Article Three – Unit Leadership

- 3.1 Duties: For each organizational unit of the School of Dental Medicine, there shall be a unit leader who shall serve as the chief executive of the relevant unit. The unit leader shall coordinate all activities of their respective unit and shall consult and collaborate with those responsible for School- and/or Faculty-wide activities. The unit leader shall represent the unit on the Dean's Advisory Committee and shall make recommendations to the Dean as required with regard to appointments, budgetary needs and space needs.
- 3.2 Appointment: The Dean of the School of Dental Medicine shall appoint an *ad-hoc* Faculty Search Committee that will advise the Dean in the selection of unit leaders. This Committee shall submit the names of individuals who are considered to be eminently qualified for the position. The Dean shall then make a recommendation for appointment to the appropriate UConn Health leadership for transmittal to the President and to the Board of Directors and/or Board of Trustees.

- 3.3 Vacancies: In the event of an unfilled vacancy for a unit leader position, the duties of the unit leader shall be assigned by the Dean to a member or members of the Dean's Advisory Committee or other member of the Faculty on an interim basis.

Article Four – Subsidiary Unit Leadership

- 4.1 Duties: For units that have subsidiary units, subsidiary unit leadership may be established to oversee the respective subsidiary unit. Subsidiary unit leaders shall coordinate the activities of the subsidiary unit in consultation with the unit leader of the parent unit.
- 4.2 Appointment: The Dean, in consultation with the unit leader, shall select and appoint subsidiary unit leaders.

SECTION V - AMENDMENTS

Article One - Adoption

The provisions described in these Bylaws shall become effective after approval by the Board of Directors and/or Board of Trustees.

Article Two - Amendments

- 2.1 These Bylaws, except for Section II (School of Dental Medicine Senate), may be amended by two-thirds of the Dean's Advisory Committee present and voting at any meeting for which due notice of not less than one week has been given, subject to the approval of the Board of Directors and/or Board of Trustees.
- 2.1.1 A meeting of the Dean's Advisory Committee to consider amendment of these Bylaws shall be convened by the Dean at his/her initiative or on the request of either one-third of the Dean's Advisory Committee or one-third of the Voting Faculty.
- 2.2 Notwithstanding Section V, Article 2.1, before transmittal to the Board of Directors and/or Board of Trustees, any amendment which alters the relationship between the Dean and the Dean's Advisory Committee or the Faculty shall also require the approval of the Dean.
- 2.3 Notwithstanding Section V, Article 2.1, before transmittal to the Board of Directors and/or Board of Trustees, any amendment to Section I, Article 4 (Voting Faculty) or Section II (Dental Senate), shall require approval of a majority of the School of Dental Medicine Voting Faculty.
- 2.3.1 Amendments to Section I, Article 4 (Voting Faculty) and/or Section II (School of Dental Medicine Senate) shall be discussed at a general meeting of the School of Dental Medicine Voting Faculty and will be voted on by ballot not less than seven calendar days later.

Approved by the Board of Trustees: 10/11/1974XXXXXXXXXXXX.

Last Amendments Approved by BOD or BOT: XX/XX/XXXX

APPENDIX A - ORGANIZATION OF BASIC SCIENCE TEACHING

[June 23, 2011 Note: Appendix A (formerly Appendix B) was not updated in the SDM Bylaws update and revision of Summer 2011. Revision was not pursued in the 2011 SDM Bylaws update project as this Appendix refers to both the School of Dental Medicine and School of Medicine; therefore, revision could not be undertaken independently by the School of Dental Medicine.]

Basic Premises:

The Schools of Medicine and Dental Medicine recognize the importance of reaching an agreement on the teaching of the Basic Sciences as an initial step in the simultaneous development of the two new schools.

After giving due consideration to existing practices in other institutions, to the desire to obtain the highest quality of Faculty, and to the philosophies and objectives of the individual schools, it is agreed that the Basic Science Departments, Anatomy, Biochemistry, Physiology, Microbiology, Pharmacology, Pathology and *Research in Health Education^a* will be administered as described in the following statements.

Organization of Basic Science Departments:

1. There will be several departments in the Basic Science area, their number and character to be determined according to the progress of planning. Anatomy, Biochemistry, Physiology, Pharmacology, Microbiology, Pathology, and *Research in Health Education^a* will be represented together with what others seem appropriate in the fullness of time.
2. For administrative purposes these departments will be in the organization of the School of Medicine, and the chairman of each department will report to the Dean of the Medical School. Names of Faculty members in all Basic Science departments will be listed in the bulletins of both Schools, as members of the Faculty of each School.
3. Faculty personnel in each department will consist of a chairman, several senior members (professors and associate professors), and several junior members (assistant professors and instructors).
4. Selection and promotion of Faculty:
 - a. Chairman: The Dean of Medicine will appoint a Search Committee to advise him in the selection of a department chairman. The Dean of Dental Medicine shall name one member of this Search Committee. When the report of the Search Committee is submitted the Dean of Medicine must consult with the Dean of Dental Medicine before recommending the appointment to the President. Should the recommendation of the Dean of Medicine be seriously at variance with the opinion of the Dean of Dental Medicine, the latter has the right to present his view also to the President.
 - b. Senior Faculty: The Dean of Medicine will appoint an *ad-hoc* committee, one member of which will be named by the Dean of Dental Medicine, to examine qualifications of candidates for appointment or promotion at the senior level, and to make recommendations to the Dean. Before

acting on these recommendations, the Dean of Medicine must consult with the Dean of Dental Medicine. Should the action following such consultation be seriously at variance with the opinion of the Dean of Dental Medicine, the latter has the right to appeal such action to the President.

- c. Junior Faculty: These will be appointed by the Dean of Medicine on the recommendation of the department chairman. When he deems it appropriate the Dean of Medicine may consult with the Dean of Dental Medicine before acting on any appointment of promotion within the junior level.
5. The Chairman of each Basic Science department will present the recommended budget to the Dean of Medicine. The latter will consult with the Dean of Dental Medicine to determine the amount of each departmental budget. Under ordinary circumstances, each departmental budget will be allocated to the budgets of the two Schools, in proportion to the respective number of predoctoral students, but there special circumstances make it advisable there may be an unequal allocation.

Basic Science Program Organization

1. A Committee on Medical Education of the School of Medicine will have as its responsibility the overall educational program of the Medical School. Its membership will include the Associate Dean for Predoctoral Dental Education. The Basic Science Program will be determined in its broad aspects by this committee, subject to approval by the School of Medicine Faculty. Where the program is deemed unsuitable by the Associate Dean for Dental Education who shall have the right of appealing the decision of the CME to the President.
2. Should the Medical Basic Science Program, as it develops in ways appropriate to medicine, come to contain segments inappropriate for dental education, it is understood that the School of Dental Medicine may choose to organize, staff and support programs more suitable to its needs.

Approved by the Health Center Planning Committee: 9/30/65 Updated-12/4/73

Approved by the Board of Trustees: October 11, 1974

- a) Approved by the Board of Trustees January 4, 1990: The closure of the Department of Research in Health Education.

APPENDIX B - DEPARTMENT OF DENTISTRY

The Department of Dentistry shall be an organizational entity within the School of Dental Medicine. The purposes shall be to facilitate access by School of Dental Medicine Faculty to the University's John Dempsey Hospital as part of their educational and patient care responsibilities and to enhance compliance with various standards, rules and regulations, which govern the operation of hospitals.

The Department of Dentistry is not intended to have the same scope of academic and administrative responsibility as the principal organizational units of the School.

1. Membership

Faculty holding primary academic appointments in any of the other organizational units of the School of Dental Medicine may also be appointed to the Department of Dentistry for the above stated purpose. Appointment will require successful completion of the John Dempsey Hospital's credentialing process and the approval of the head of the organizational unit in which the Faculty holds their primary appointment and the Dean of the School of Dental Medicine. It is expected that all Faculty who have the need to admit patients, provide consultation for inpatients and/or utilize the hospital's same-day surgery facility would apply for appointment.

2. Organization

The Dean of the School of Dental Medicine or his/her designee will serve as Head of the Department of Dentistry and Chief of Dentistry, John Dempsey Hospital. The Chief, with the concurrence of the Dean, will be responsible for the appointment of department members to appropriate hospital committees. In addition, the Chief will be responsible for convening meetings of the Department, carrying out the Department's responsibilities under Quality Assurance and such other duties and responsibilities as provided for in the Bylaws of the Medical Staff of the University Hospital.

Approved: Board of Trustees
September, 1988

**APPENDIX C - THE ESTABLISHMENT AND GOVERNANCE OF CENTERS
OR
APPENDIX G -SCHOOL OF MEDICINE**

[June 23, 2011 Note: Appendix C (formerly Appendix D) was not updated in the SDM Bylaws update and revision of summer 2011. Revision was not pursued in the 2011 SDM Bylaws update project as this Appendix refers to both the School of Dental Medicine and School of Medicine; therefore, revision could not be undertaken independently by the School of Dental Medicine.]

I. Definitions

USE OF THE WORDS "CENTER" AND "INSTITUTE": There are external reasons, which require the free use of these words. Thus, while a "Center" grant may be administered entirely within one department, it would cause unnecessary confusion and even institutional harm if such usage were not allowed. Therefore, no limitations shall be placed on the free use of the words, "Center" or "Institute", whenever the use of such a term is advantageous to the University.

For internal use, centers and institutes shall be categorized by type number for purposes of describing their administrative structure. Two types are identified and defined as follows:

Type I Center: A Type I Center is a center of activity administered within the usual and customary structure of a department. The center itself by agreement among the heads of the relevant departments and the Center Director may consist of Faculty members of more than one department or school. However, the heads of the departments, which contribute Faculty, must agree in advance that the center will exist within the administrative structure of one of the departments. The head of that department shall accept administrative responsibility for the center. The heads will need to agree to matters such as resource allocation and conditions for continuing or discontinuing the center. No special approval of the dean(s) is required apart from the usual and customary reporting responsibility of the department head. Article XIII of the Bylaws of the Board of Trustees does not apply to Type I Centers.

Type II Center: A Type II Center may be created by the dean(s) when a university activity (research, service or outreach) cannot flourish within existing academic structures. The director of such a center reports directly to the dean of either school and the administrative structure exists outside of departments. If a Type II Center has Faculty from both the Dental and the Medical Schools, the two deans shall agree in advance as to which dean shall be the responsible dean. Faculty members may participate in Type II Centers with the agreement of their department heads, who remain responsible for assignment of their duties and for promotion and tenure. Creation of Type II Centers shall require a written plan or description of their purposes and resources, approval by a majority of the relevant Dean's Advisory Committee(s), and approval by the relevant dean(s). Type II Centers shall be periodically reviewed by the dean and the results of such review shall be transmitted to the DAC(s). Type II Centers may be dissolved at the discretion of the responsible dean.

II. Mechanism for Establishment of a UCHC Center

TYPE I CENTER

A formal written agreement is required. The form of the inter-departmental agreement outlining the structure and governance of a Type I center shall be decided on an *ad-hoc* basis by the relevant department heads and the Center Director. The agreement shall be shared with the Dean and DAC for informational purposes.

A formal written proposal is required.

Content

1. Rationale, including a statement of the purpose of the center and the reason that the proposed activity cannot flourish within existing academic structures.
2. Relation to existing departmental and center programs.
3. Reporting relationships, including budgetary responsibilities.
4. Governance.
5. Requested institutional resources.
6. Extramural and intramural start-up and continuing funding.
7. Participation of departmental Faculty, including time commitments, salary sources and distribution of grant and clinical income.
8. Academic development and academic responsibilities (including teaching) of involved Faculty.
9. Time line of anticipated accomplishments.
10. Time line and mechanism of periodic review.
11. Guidelines to be followed if the center is dissolved, including the nature of any departmental responsibility for the affected Faculty.

III. Review

Type II proposals are to be presented to the dean(s), who will then initiate a formal review. Relevant school committees and department heads shall participate in the review. Their findings shall be forwarded to the dean. If the dean judges the proposal to have merit, the dean shall transmit these findings along with the proposal to the DAC(s).

Approved: BOT 9/1/94

APPENDIX D - School of Dental Medicine Guidelines for Types of Faculty Appointments

I. Purpose

The Guidelines of The University of Connecticut School of Dental Medicine (SDM) recognizes three broad types of Faculty appointments: a) Tenorial or Tenure Track, b) In-Residence and c) Clinical Category. Tenorial Faculty must be “full time” while In-Residence and Clinical Category Faculty may be “full time” or “part time”. (Section 1 Faculty, School of Dental Medicine Bylaws). Within these three broad classifications or types of Faculty appointments it is possible to identify multiple categories of Faculty whose efforts directed to teaching, research, service to the institution and patient care can vary significantly. The purpose of this appendix describing these tracks is to 1) recognize the diversity of Faculty contributions, 2) serve as a basis for allocating Faculty resources consistent with program priorities, 3) provide a framework for better relating the criteria for promotion and tenure to school and departmental expectations of Faculty and 4) facilitate the setting of expectations and the evaluation of performance of unit programs and the SDM itself. This Appendix describes how existing University of Connecticut, University of Connecticut Health (UConn Health) and SDM policies regarding types of appointments and tenure relate to each of the proposed Faculty tracks.

II. Faculty Appointments and Tracks

Tenorial or Tenure Track Faculty

Faculty in this appointment type will be specifically appointed in the following tracks or sub categories: Dentist-Scientist; Clinician Scholar; Research Scientist or Leadership. Such Faculty will hold the rank of Assistant Professor, Associate Professor or Professor in accordance with criteria recommended by the Dental Dean's Advisory Committee (DAC) and approved by the Dean. With the exception of special appointments clearly limited to a temporary association with the institution, such Faculty will be eligible for appointment with tenure according to regulations regarding academic appointment and tenure as described in The University of Connecticut Laws and Bylaws (Section XIV.C., 2009) and will be subject to the terms and conditions of Article Two of The University of Connecticut School of Dental Medicine Guidelines (1988). Consistent with Article Two of the SDM Guidelines the criteria used in making decisions regarding promotion and/or tenure must be weighted according to the candidate's effort in teaching, research, patient care and other professional activities. The actual activities and apportionment of effort in the area of academically related professional development will be determined for individual Faculty members through discussions with and the concurrence of the leadership of the respective organizational unit in which the Faculty member holds his or her primary appointment.

Allocations of effort for Faculty members in the various Faculty tracks may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, levels of effort for Faculty members in the various Faculty tracks will be weighted according to the following standard time and effort profile specified for each Faculty track:

Research Scientist: 80% research, 10% teaching, 5% institutional service, 5%-other academically

related professional development activities. ¹

Dentist-Scientist: 50% research, 20% teaching, 15% institutional service, 15%-other academically related professional development activities; ¹ *Clinician-Scholar:* 50% teaching, 15% institutional service, 35% other academically related professional development activities. ²

Clinician-Scholar: 50% teaching, 15% institutional service, 35% other academically related professional development activities.

Leadership: The Dentist-Scientist, Research-Scientist and Clinician-Scholar Tracks with appropriate additions to institutional service for administrative contributions, not to exceed 65% for the Dean, 50% for Associate/Assistant Dean, 35% for Unit Leaders and 15% for others (e.g., Subunit Leaders), as determined by the Dean in consultation with the Unit Leader.

In-Residence Faculty

The guidelines for appointment to In-Residence positions are described in these Bylaws, Section 1, Article 2. Faculty in this appointment type will be specifically appointed in one of the following tracks or subcategories: Dentist Scientist; Research Scientist; Clinician Scholar; Research Development or Leadership. Such Faculty will hold the rank or title of Assistant Professor In-Residence, Associate Professor In-Residence or Professor In-Residence in accordance with criteria recommended by the SDM's Dean's Advisory Committee (DAC) and approved by the Dean. Appointments will be for periods as determined by the Dean as follows: up to two years for Assistant Professor In-Residence; up to three years for Associate Professor In-Residence; and up to five years for Professor In-Residence. In all cases, appointments will be renewable contingent upon satisfactory performance and availability of funds. In-Residence Faculty will not be eligible for appointment with Tenure (The University of Connecticut Laws and Bylaws, Section XIV.C., 2009).

Efforts for Faculty in the various Faculty tracks may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, efforts for Faculty in the various Faculty tracks will be weighted according to the following standard time and effort profile specified for each Faculty track:

Research Scientist: 80% research, 10% teaching, 5% institutional service, 5%-other academically related professional development activities ¹;

Dentist Scientist: 50% research, 20% teaching, 15% institutional service, 15% other academically related professional development activities ¹;

Clinician-Scholar: 50% teaching, 15% institutional service, 35% other academically related professional development activities ²;

Leadership: The Dentist-Scientist, Research-Scientist and Clinician-Scholar Tracks with appropriate additions to institutional service for administrative contributions, not to exceed 65% for the Dean, 50% for Associate/Assistant Dean, 35% for Unit Leaders and 15% for others (e.g., Subunit Leaders), as determined by the Dean in consultation with the Unit Leader.

¹ academically related professional development activities for Dentist-Scientists and Research Scientists include but are not limited to professional consulting authorized by the Dean and within the limits imposed by UConn Health policy; acquiring additional clinical, research or educational knowledge or skills; patient care, developing educational materials or programs and presentations for professional meetings, participation and leadership roles in internal and external committees and organizations or societies; acquiring additional clinical, research or educational knowledge or skills; giving invited talks; and organizing educational opportunities outside of UConn Health.

² academically related professional development activities for Clinician-Scholars include but are not limited to conducting research and other activities such as professional consulting authorized by the Dean and within the limits imposed by Uconn Health policy; acquiring additional clinical, research or, educational knowledge or skills, patient care, preparing manuscripts and grant applications developing educational materials or programs and presentations for professional meetings.

Clinical Category:

The guidelines for appointment to Clinical Category positions are described in the Senior Appointments and Promotion Committee (SAPC) guidelines Section I, Article 3. Faculty in this appointment type will have few if any academic responsibilities in classroom-based teaching, research or service. The majority of their effort (e.g. 95% effort) will be devoted to patient care, clinical instruction or clinical administration. Such Faculty will hold the rank or title of Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor in accordance with criteria recommended by the Dental Dean's Advisory Committee (DAC) and approved by the Dean. Appointments will be for periods as determined by the Dean as follows: up to two years for Clinical Assistant Professor; up to three years for Clinical Associate Professor; and up to five years for Clinical Professor. In all cases, appointments will be renewable contingent upon satisfactory performance and availability of funds. Clinical Category Faculty will not be eligible for tenure.

Efforts for Faculty in the Clinical Category of appointment may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, efforts for Faculty in the various Faculty tracks will be weighted according to the following standard time and effort profile specified for each Faculty track:

Clinician, Clinical Instructor, or Clinical Administration: 95% patient care, instruction or administration; 5% teaching or institutional service.

Additional Information

A. Instructors

Eligible individuals may be appointed as Instructors.. The Instructor position may be utilized as a developmental appointment of limited duration over which a Faculty member may qualify, as determined by the Dean, for appointment as an Assistant Professor in one of the three traditional types of appointments. The Dean may appoint both Clinical Instructors and Research Instructors. Appointments may be made for short periods of several weeks or months. or for a traditional timeframe consistent with other appointments and positions. Appointments may be terminated for any reason as determined by the Dean; appropriate notice of termination must be given as determined by the UConn Health policy.

Specific school policies and expectations apply to the position of Research Instructor. A specified profile of scholarly activity and achievement is expected within the first two years of appointment as a Research Instructor; if not achieved, the appointment is subject to termination.

Efforts for Instructors may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, efforts for Faculty termed Instructors will be weighted according to the following standard time and effort profile specified for each Faculty track:

Clinical Instructor: 95% patient care; 5% other effort

Research Instructor: 95% research; 5% other effort.

B. Leadership Track

The leadership track is reserved for senior Faculty with major administrative responsibilities. Individuals in this track will hold a senior rank (i.e., Associate Professor or Professor) in either a Tenurial or In-Residence type appointment. The criteria used in making decisions regarding promotion must be consistent with those described in the Guidelines and must be weighted according to the effort by the individual in teaching, research, patient care and other professional activities.

In the absence of documentation to the contrary, efforts for Faculty in this track will be weighted according to the standard time and effort profile specified for each Faculty track in Section II.A above with appropriate additions to institutional service for administrative contributions not to exceed 65% for Dean, 50% for Associate/Assistant Dean, 35% for Unit Leaders and 15% for others (e.g., Subunit Leaders), as determined by the Dean in consultation with the Unit Leader.

C. Emeritus Designation

Individuals will be appointed as emeritus Faculty according to the terms and conditions outlined in The University of Connecticut Laws and Bylaws (Twelfth Edition 1985).

II. Transfers Between Tracks Within the SDM's (3) Broad Types of Faculty Appointments, i.e. Within Tenurial Appointments, In-Residence Appointments and Clinical Category Appointments

A. Between Dentist-Scientist and Clinician-Scholar Tracks

Transfer from the Dentist-Scientist track to the Clinician-Scholar track will be considered if the individual does not have sufficient funded research to justify the allocation of 50% effort to research and has not submitted a grant with a request for personal salary support approved or funded over the past 3 years. In order to transfer, the individual should be recognized as having a high level of contemporary clinical knowledge and skills and demonstrated proficiency as a teacher.

Transfer from the Clinician-Scholar track to the Dentist-Scientist track will be considered on request if the clinician-scholar has received recurrent peer-reviewed grant funding with personal salary support for a three-year period.

B. Leadership Track Transfers

Transfer to the leadership track shall be made upon appointment by the Dean of an individual to a position having major administrative responsibilities. Transfer out of the Leadership track will occur upon discontinuation of the administrative appointment by the Dean. Individuals with tenure will be allowed to return to their previous track provided that they meet the stated criteria for appointment to that track. Individuals who no longer meet the criteria for appointment to their prior track or who want to enter an

alternative track will be evaluated and assigned to a track for which they are qualified consistent with the current needs of the SDM.

C. Other Transfers Between Tracks

Faculty appointed in the Clinical Category may switch to the In-Residence Track. A switch of track from In-Residence to the Clinical Category is not allowed. All changes of tracks represent a change in type of appointment and must therefore be approved by the relevant unit leader.

Transfer from the research development or full-time clinician tracks to other tracks will be considered, provided that a need for additional Faculty of that type has been recognized by the SDM and the Faculty member meets the criteria for appointment to the track.

APPENDIX E - School of Dental Medicine Post Tenure Review Plan

All tenured Faculty members may be subject to Post Tenure Review.

A. What will initiate Post Tenure Review?

The performance of tenured Faculty will be assessed annually as described in the school's Faculty Evaluation and Compensation Plan. The final overall rating from this assessment (after all appeals are completed) will initiate Post Tenure Review under either of the following conditions:

1. The Faculty member receives 2 "marginally meets expectation" ratings within any 5-consecutive year period after the commencement of tenure. Post Tenure Review will be initiated immediately after receipt of the 2nd "marginally meets expectation": rating.
2. The Faculty member receives 1 "fails to meet expectation" rating any time after commencement of tenure. Post Tenure Review will be initiated immediately after receipt of the "fails to meet expectation" rating.

B. Post Tenure Review

1. The Senior Appointments and Promotion Committee (SAPC) will assess the performance of the Faculty member over the pertinent years of the performance ratings and determine if this is "satisfactory performance" or "unsatisfactory performance" for this time period. Failure of a Faculty member to participate in the post tenure review process will be grounds for a rating of unsatisfactory performance. SAPC will transmit its assessment to the Dean, the relevant unit leader and to the Faculty member. The rating issued by the SAPC may be appealed using the Faculty grievance process described in the University's Laws and Bylaws (article XIV.T).
2. The criteria for this review will be that the Faculty member must make sufficient meaningful contributions to the School's academic mission while taking into account the assigned distribution of effort. Such criteria include, but are not limited to the following:

Teaching

- Depth of knowledge, currency of information and mastery of the subject matter taught
- Organized, lucid and challenging presentations of subject matter
- Ability to interrelate material by showing applications and correlations as, for example, between basic science principles and their clinical applications
- Development and presentation of electives in field(s) of expertise
- Development of innovative teaching methods or material
- Creation of new, combined or integrated courses or other educational experiences
- Mentoring relationships with other Faculty and/ or graduate students
- Development and supervision of predoctoral, graduate or postgraduate laboratory-research or clinical rotations
- Development and presentation of continuing education courses
- Development of improved evaluation or grading mechanisms
- Development of innovative and improved residency programs
- Development of innovative mechanisms for the provision of care in an educational

- context as, for example, student instruction in a Faculty practice context
- Invited talks at other educational institutions or national and international meetings
- Teaching awards

Research

- Originality and importance of work
- Steady, focused, continued productivity
- Invitations to contribute (to) reviews, compilations or textbooks
- Competitively awarded intra- and extramural grant and contract support
- Impact of published work on the research field
- Substantive collaborations
- Participation in basic science or in clinical research centers
- Development of innovative research programs, for example, those transferring laboratory findings to the clinic, or employing clinical subjects or novel databases, or extending into the community at large

Health Care

- Excellence and innovation in patient care
- Development of continuing clinical education courses
- Significant clinical consultantships (consistent with University of Connecticut School of Dental Medicine and UConn Health Policy)
- Development and implementation of improved health care programs for underserved patient groups
- Skill in comprehensive patient management with medical integration
- Election to the staff of external hospitals or other healthcare delivery groups

Academically Related Professional Development Activities

- Acquisition and application of new clinical, educational, research or health care skills, for example, as a mentee or significant collaborator in research
- Preparation and submission of manuscripts
- Preparation and submission of grant and contract proposals
- Additional time spent in teaching, research or health care
- Participation and leadership roles in substantive University, local, regional, national and international committees
- Editorial or reviewer service for professional books or journals
- Service as an ad hoc reviewer study section or as a fixed-term member of a grant review or contract-review
- Service as an examiner for specialty boards
- Service as a unit or subsidiary unit leader
- Achievement of diplomat status in area of specialization

3. The SAPC may request and/or obtain any information on performance it deems necessary to carry out the Post Tenure Review, but, at a minimum, the following items will be included:
 - a. Copies of the Faculty member's annual performance ratings as assessed in the Faculty Evaluation and Compensation Plan over the pertinent years prior to and after receipt of the "marginally meets

expectations” and “fails to meet expectation” performance ratings.

- b. A letter from the leadership of the respective organizational unit of the Faculty member summarizing the individual’s activities over these years including any mitigating circumstances and an evaluation of future prospects for academic success.
 - c. A current curriculum vitae and any other materials the Faculty member may choose to submit to assist in assessing past academic performance. Failure to submit such materials in a timely manner will not be cause to delay the final assessment of the Faculty member.
4. Within 3 months of the transmission by the SAPC of an assessment of “unsatisfactory performance”, a “Faculty development plan” must be prepared by the relevant unit leader and approved by the Dean. Each organizational unit will define a procedure for developing such a plan that will in the least involve the chair and the Faculty member. If the Faculty member fails to cooperate in the development of the plan, the plan may be developed and approved without the Faculty member’s input.
- a. Within 10 working days of approval of the Faculty development plan by the Dean, the Faculty member may appeal the content of the Faculty development plan to the SAPC.
 - b. The goal of the plan is to return the Faculty member to a state of satisfactory performance by both the criteria of the Faculty Evaluation and Compensation Plan and the Post Tenure Review process.
 - c. The plan may include reassignment of duties and effort.
 - d. The plan will not be implemented until any final appeal on the SAPC’s initial assessment of “unsatisfactory performance” is completed.
 - e. The plan may include metrics. For example, the metrics might be that two NIH grant proposals of reasonable quality are submitted, or that two publications in peer-reviewed journals occur. Unlike criteria for promotion and tenure decisions, such criteria may be specified quantitatively since the overall standard is making sufficient meaningful contributions to the School’s academic mission.
 - f. Interim metrics may be assigned for each year of the Faculty development plan. For example, while the requirement may only be to submit two reasonably sound NIH grant proposals by the end of year one, obtaining an R01 might be the criteria in year three.
5. SAPC will monitor progress and performance towards the goals of the Faculty development plan annually and will transmit its assessment to the Dean, the leadership of the organizational unit and Faculty member using one of the following categories:
- a. The Faculty member’s performance has reached the level of “sustained satisfactory performance”, in which case the post tenure review and monitoring process will end and the Faculty member will begin a new consecutive period of annual reviews. Subsequent Post Tenure Review would be triggered by the criteria described in paragraph A (“What will initiate Post Tenure Review”) above.
 - b. The Faculty member’s performance in the preceding year adequately addressed the performance metrics in the Faculty development plan for that year.
 - c. The Faculty member’s performance in the preceding year did not adequately address the performance

metrics in the Faculty development plan for that year. This assessment may be appealed using the Faculty grievance process described in the University's Laws and Bylaws (article XIV.T.)

6. A prolonged failure to contribute to the missions of the schools is deemed as adequate cause for loss of tenure and dismissal from the University for failure to perform one's duties. In such cases the Dean may initiate dismissal procedures as described in the University Laws and Bylaws (Article XIV.F).

Revisions in either the SDM Faculty Evaluation and Compensation Plan or the SDM Post Tenure Review Plan shall be approved by the Dean's Advisory Committee (see Section 3, Article 3) and will be duly noted and dated in the Guidelines of the University of Connecticut School of Dental Medicine.

Approved: UCHC Board of Directors, **XXXXXXXXXXXX**

APPENDIX F - Organizational Structure

At present, the School of Dental Medicine has Departments of Craniofacial Sciences, Oral Health and Diagnostic Sciences, Reconstructive Sciences, and Biomedical Engineering. Divisions within these Departments exist as follows: within Craniofacial Sciences--the Division of General Dentistry, the Division of Orthodontics, the Division of Oral and Maxillofacial Surgery and the Division of Pediatric Dentistry; within Oral Health and Diagnostic Sciences--the Division of Endodontology, the Division of Behavioral Science and Community Health, the Division of Oral and Maxillofacial Diagnostic Sciences and the Division of Periodontology; within Reconstructive Sciences--the Division of Prosthodontics. This Appendix shall be revised upon any changes to the Department and Division structures made consistent with the School of Dental Medicine Bylaws.

For purposes relating to the John Dempsey Hospital, Faculty from any organizational unit within the School of Dental Medicine can be assigned to an entity called the Department of Dentistry.

Appendix G – Periodic Organizational Unit Reviews

I. Objectives of Review: The major objectives are to (1) review the Faculty, space, staff, and other needs of an organizational unit of the School of Dental Medicine in light of changing and/or developing institutional goals and (2) evaluate the effectiveness of unit leadership.

II. Frequency of Review: The frequency of review is at least every seven (7) years, in addition to any other review requested by the Dean.

III. Triggers for Review: Routine (every 7 years) reviews are initiated by the Dental Senate. When a review is triggered, the Dean informs the organizational unit of the planned review and appoints an ad hoc committee to evaluate the unit.

IV. Organizational support for the collection of data, gathering of surveys, assembling of reports and collation of the review package will be provided by the Dean's office or a designee.

V. Composition of the Committee: Review Committees include three University representatives, one of whom must be a senior Faculty member of UConn Health who is not currently a unit leader in the School of Dental Medicine, and at least one senior Faculty reviewer from another university. Committee members may not be from the organizational unit under review.

VI. The Charge of the Review Committee: The committee will provide both a comprehensive evaluation and recommendations in the relevant areas described below. The results of such reviews will be transmitted to the Dean, the leader of the organizational unit being reviewed, and the Dental Senate.

1. Quality of the Faculty in the domains of education, research, and clinical services (as appropriate to the appointment types of the Faculty in the unit); national stature; professionalism.
2. Research: quality, vitality, and breadth of research efforts; need for facilities, equipment, or growth.
3. Teaching: the intellectual environment; availability of Faculty for teaching; effectiveness of the teaching efforts; need for additional resources.
4. Clinical Service: availability, quality, breadth, and vitality of clinical services; need for improved or expanded personnel or clinical facilities.
5. Mentoring: quality and availability of mentoring of professional development.
6. Unit leader: ability, leadership, and effectiveness, considering departmental/center and institutional goals in the education, research, and clinical domains.
7. Recommendations should include changes in size, facilities, or directions of the organizational unit. A specific recommendation regarding the continuation of a center is required. A specific recommendation regarding retention or replacement of the unit leader is also required.

VII. The leader of the organizational unit being reviewed should have the opportunity to respond to the review team in an exit interview. The Dean will discuss the review outcome with the unit leader-and will provide a report to the Dental Senate during a regular meeting.

Chronological Record of Revisions:

1. Revision Approved by the Board of Trustees, July 11, 1975.
2. Revision Approved by the Board of Trustees, December 14, 1976.
3. Revision Approved by the Board of Trustees, March 11, 1983.
4. Revision Approved by the Board of Trustees, March 8, 1985.
5. Revision Approved by the Board of Trustees, November 14, 1986.
6. Revision Approved by the Board of Trustees, July 10, 1987.
7. Revision Approved by the Board of Trustees, March 11, 1988.
8. Revision Approved by the Board of Trustees, January 4, 1990.
9. Revision Approved by the Board of Trustees, June 14, 1991.
10. Revision Approved by the Board of Directors, March 1 2005
11. Revision Approved by the Board of Trustees, June 11, 2007.
12. Revision Approved by the Board of Directors, September 12, 2011.

**BYLAWS
UNIVERSITY OF CONNECTICUT
SCHOOL OF DENTAL MEDICINE**

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PREAMBLE

All policies of the School of Dental Medicine, a component of the University of Connecticut shall be determined by the Board of Directors of ~~the University of Connecticut Health Center (UConn Health)~~ and/or the University Board of Trustees as specified in the Bylaws of the University of Connecticut (such boards hereafter termed “the Board of Directors and/or Board of Trustees”). Administrative decisions are made by University officials in accordance with the policies of the Board of Directors and/or Board of Trustees. The School of Dental Medicine, within policies established by the Board of Directors and/or Board of Trustees and the guidelines herein, is responsible for: the educational program leading to the degree of Doctor of Dental Medicine;; ~~for~~ graduate programs and courses approved by the Graduate School and conducted by Faculty members of the School of Dental Medicine;; ~~for~~ internship and residency programs for continuing education programs in the various dental sciences;; ~~for~~ rendering patient care in programs established by the School of Dental Medicine;; and ~~for~~ conducting research in dental and related sciences.

The Voting Faculty of the School of Dental Medicine (see Section I, Article Four) is authorized to establish rules, regulations and policy with respect to academic matters, acting within the general policies as established by the Board of Directors and/or Board of Trustees. The chief executive officer of the School of Dental Medicine is the Dean. The Dean is aided in the administration of the School by Associate and Assistant Deans, organizational unit leaders such as by Department Heads, by Division Chairs, and as well as by ~~a~~Administrative ~~c~~Committees.

The following guidelines describe the interrelationships and responsibilities of the individuals and groups within the School of Dental Medicine.

SECTION I - FACULTY

Article One - Composition

The Faculty shall consist of the President of the University, the Provost, the Executive Vice President for Health Affairs, the Dean, ~~and all p~~Professors, Associate Professors, Assistant Professors and Instructors belonging to departments—organizational units within administratively organized in—the School of Dental Medicine (see SECTION IV - ORGANIZATIONAL STRUCTURE), and others who are appointed by the President.

Article Two - Types of Appointments

- 2.1 Appointments to the position of Professor, Associate Professor, and Assistant Professor shall be given to "full-time" members of the Faculty who are either tenured or appointed in tenure-track positions and shall be subject to the guidelines described in Section I. Faculty Holding Tenurial Appointment of the School of Dental Medicine's document Senior Appointment and Promotions Committee: Principles, Guidelines and Procedures for Appointment, Promotion and Tenure ("SAPC Guidelines"); ~~Section I. Faculty~~ Faculty Holding Tenurial Appointment.
- 2.2 Appointments to In-Residence Faculty positions shall be subject to the guidelines described in the School of Dental Medicine's document Senior Appointment and Promotions Committee: Principles, Guidelines and Procedures for Appointment, Promotion and Tenure, Section II. Faculty Holding Non-Tenurial In-Residence Appointment of the SAPC Guidelines document. These guidelines shall include, but are not limited to, the following:
- a. that the criteria for promotion that are emphasized in making decisions will be weighted according to the effort by the candidate in teaching, research, patient care and other professional activities.
 - b. that appointments to the rank of Instructor or Assistant Professor in this track will be made on the recommendation of the the respective organizational unit leader Department Head with the concurrence of the Dean. Appointments are for a period up to one two years and are renewable.
 - c. that all future appointments be made with the understanding that individuals must be promoted to the rank of Associate Professor on or before the completion of the ninth year of employment. If the individual is not promoted, the appointment during the tenth year will be terminal.
 - d. that appointments to the rank of Associate Professor or Professor are subject to the usual review process by the Senior Appointments and Promotions Committee

and the Dean's Advisory Committee.

- e. that appointments to the rank of Associate Professor or Professor should be renewable term appointments if funding for the period is assured. The term for an Associate Professor may be for a period up to three years and for a Professor for a period of up to five years. In each case continued appointment is contingent on meeting the terms of agreement that are made at the time of appointment or reappointment.
- f. that the designation "In Residence" be for administrative purposes only, and need not be used in correspondence or published Faculty lists.

2.3 Appointments to "Clinical Category" Faculty positions shall be subject to the guidelines described in ~~the School of Dental Medicine's document Senior Appointment and Promotions Committee: Principles, Guidelines and Procedures for Appointment, Promotion and Tenure, Section III. Faculty Holding Non-Tenured Clinical Category Appointment of the SAPC Guidelines document.~~ These guidelines shall include, but are not limited to, the following: ~~the following:~~

- a. that Faculty appointed in this track shall have responsibilities that are primarily non-academic, e.g. direct patient care, clinical instruction, clinical administration.
- b. that Faculty appointed in this track shall have the opportunity to apply for reassignment to an academic track appointment.
- c. that the modifying term "Clinical" shall be included in the Faculty title e.g. Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor.
- d. that appointment to a rank within this track and the term of that appointment shall ~~be determined by guidelines described in the document~~ SAPC Guidelines document ~~Senior Appointments and Promotions Committee: Principles, Guidelines and Provisions for Appointments, Promotion and Tenure (Appendix X).~~
- e. that reappointment and promotion shall be determined by criteria described in the SAPC Guidelines document ~~document Senior Appointments and Promotions Committee: Principles, Guidelines, and Provisions for Appointment, Promotion and Tenure.~~

2.4 Changes in Appointment Type

A change or transfer in appointment type may be considered between certain types of Faculty appointments. Requirements for and restrictions on transfer of appointment are as follows:

- a. Sufficient justification, as determined by the Dean, must exist to warrant consideration of transfer of appointment.
- b. The Faculty member and the respective organizational unit leader ~~[[, and the Department Head⁺ (or appropriate designate), and the Division Chair⁺]]~~ or their designee ~~((or appropriate designate) and/or Department Head if Division Chair exists,~~ must petition the Dean for consideration of transfer of appointment. The Dean may accept or decline the petition.
- c. Tenurial Faculty may transfer to an In-Residence appointment, but are not permitted to transfer to a non-academic Clinical Category appointment.
- d. In-Residence Faculty may transfer to a tenurial appointment, but are not permitted to transfer to a non-academic Clinical Category appointment.
- e. Clinical Category Faculty may transfer to a tenurial appointment or an In-Residence appointment.
- f. Faculty members who transfer to a tenure track appointment may be given credit toward the required probationary period for tenure appointments. A minimum one-year probationary period is required of all individuals after appointment to the tenure track. With a change in track, appointments at the Associate Professor and Professor levels are subject to the usual review process by the Senior Appointments and Promotions Committee.
- g. In those instances where it is mutually agreed between the ~~faculty~~Faculty member, the respective unit leadership ~~[[the Department Head and the Division Chair]]~~, their respective ~~at the Division Chair (or appropriate designate) and/or Department Head~~ and the Dean that a Faculty member was initially appointed in the wrong type or category of appointment, a correction of the employment authorization will be permitted without compromising the privilege of transferring at a future date from one track to another as described in Section 2.4.h.
- h. Transfer from one appointment type or category to another appointment type or category, under the guidelines and restrictions described above in Section 2.4 a-e, will be ~~be~~ permitted on one occasion only during the entire employment period of a ~~faculty~~Faculty member in the School of Dental Medicine and such a change is irreversible.

~~Department Heads and Division Chairs may designate another individual to act on their behalf. Division Chairs must be involved if this position exists within the structure of a Department.~~

- 2.5 Appointments to the usual Faculty ranks with the modifying word "Adjunct" included in the title may be given to individuals who serve as part-time Faculty members. Such appointments ~~shall~~may be made for a term of up to one year to individuals who are

actively participating in programs of the School of Dental Medicine. Such appointments may be renewed annually.

2.6 Appointments to the usual Faculty ranks with the modifying word "Visiting" included in the title may be made on an annual basis for a period not exceeding a total of two consecutive years.

2.7 Faculty may hold joint appointments between ~~departments~~ organizational units in the School of Dental Medicine, and between ~~departments in~~ the School of Dental Medicine and ~~departments in~~ other schools or colleges within the University.

2.7.2.8 A clinician who is neither employed by UConn Health affiliated institutions, nor employed as a faculty member by other units of UConn Health or the University, is eligible for a volunteer clinical faculty appointment if he or she contributes to the academic mission of the School of Dental Medicine. The academic ranks for volunteer faculty include Volunteer Clinical Instructor, Volunteer Clinical Assistant Professor, Volunteer Clinical Associate Professor, and Volunteer Clinical Professor. The title Volunteer Clinical Associate may be used for those who make intermittent or less than major contributions to the academic programs of the School of Dental Medicine.

Article Three - Appointment and Promotions Procedures

3.1 Initial appointments are generally made at the Instructor or Assistant Professor level. Initial appointments shall be recommended by the respective organizational unit leader to the Dean. The initial appointment shall be made upon approval by the Dean or their designee, subject to relevant University processes. Initial appointments to the rank of Professor or Associate Professor shall be reviewed by the Senior Appointments and Promotions Committee and the Dean's Advisory Committee, and their comments shall be given due consideration before the Dean approves the recommendation.

3.1.3.2 Recommendations Faculty nominations for promotion may be made to the Dean by the respective organizational unit leader or by the faculty member themselves. The Dean may also initiate the nomination for promotion of any faculty member. ~~for appointment and promotion of a faculty~~ Faculty member² shall be made to the Dean by the respective unit leadership ~~[[the Department Head and the Division Chair (if Division Chair exists), or their respective appropriate designates]]~~ Division Chair¹ ~~and/or and endorsed by the Department Head. In the case of appointments or promotions to the rank of Professor or Associate Professor, the recommendation~~ Nominations shall be reviewed by the ~~Committee on~~ Senior Appointments and Promotions SubeCommittee; ~~(see Section III, Article 3.4); and by~~ the Dean's Advisory Committee, and their comments shall be given due consideration before the Dean makes ~~his/her~~ their recommendation to the Provost of the University for transmittal to the President for final determination by ~~the~~ the Board of Directors and/or Board of Trustees. In the case of appointments or promotion to the rank of Assistant Professor or below, or to temporary positions, committee review is not necessary. Recommendations for clinical appointments or to the volunteer Faculty shall be reviewed in the manner established for the various ranks of the full-time Faculty.

3.2.3.3 Recommendations for tenure shall be made to the Dean by the ~~respective unit leadership~~ their respective sDivision Chair and/or and endorsed by the Department Head.

The recommendations shall be reviewed by the Senior Appointments and Promotions ~~SubSub~~Committee and ~~by~~ the Dean's Advisory Committee; (see Section HI, Article 3.4), and their comments shall be given due consideration before the Dean makes his/~~her~~ recommendation to the Provost of the University for transmittal to the President for final determination by the Board of Directors and/or Board of Trustees.

- 3.3. Annual evaluation of Faculty shall occur as described in the SDM Faculty Evaluation and Compensation Plan and may trigger ~~P~~post-T~~tenure~~ ~~Rere~~view of FFaculty as described in Appendix F (SDM Post-Tenure Review Plan).

Article Four – Voting Faculty

- ~~4.1~~ — Composition: The Voting Faculty shall be composed of the President and Provost of the University, the Executive Vice President for Health Affairs, the Dean of the School of Dental Medicine, ~~and~~ ~~and~~ all Professors, Associate Professors; ~~and~~ Assistant Professors, ~~and~~ ~~and~~ ~~a~~ ~~n~~ ~~d~~ — Instructors with primary appointments in the School of Dental Medicine in any appointment category ~~and~~ who are paid a full or partial salary. Any paid Faculty from any other unit in the University who is a voting member of the School of Dental Medicine Senate and who is not otherwise included herein shall also be a member of the Voting Faculty, and basic science department members of the School of Dental Medicine Senate.
~~Faculty members, for the purpose of this document, are defined as those with at least a 50% appointment (paid half time or more by the University).~~

~~4.1~~

- 4.2 Responsibilities: The Voting Faculty is responsible for establishing rules, regulations and policy with respect to academic matters, acting within the general policies as established by the Board of Directors and/or the Board of Trustees. Its responsibilities include matters of student affairs, ~~undergraduate~~ ~~predoctoral~~ dental education, graduate dental education, continuing education, and research. This responsibility for academic matters is presently delegated ~~(see Section II, Article I following)~~ to the School of Dental Medicine Senate ~~(as established by Section II, herein)~~ Appendix A – Bylaws of the School of Dental Medicine Senate.

- 4.3 Meetings: The Voting Faculty of the School of Dental Medicine shall be convened at the request of the President of the University, the Executive Vice President for Health Affairs, the Dean of the School of Dental Medicine, or by a request to the ~~d~~Dean by one-third of the Voting Faculty. The President of the University, or in his/~~her~~/~~their~~ absence the Executive Vice President for Health Affairs, or in his/~~her~~/~~their~~ absence the Dean of the School of Dental Medicine, shall preside at meetings of the Voting Faculty. An attendance of at least fifty per cent of the total Voting Faculty shall be considered a quorum. Decisions of the Voting Faculty shall be by majority vote.

SECTION II - SCHOOL OF DENTAL MEDICINE SENATE

Article One – Structure, ~~and~~ Operation and Authority

The School of Dental Medicine Senate has been established by the Voting Faculty with the approval of the Board of Trustees of the University and operates under the Bylaws of the School of Dental Medicine Senate as approved by the Board of Trustees ~~(Appendix A)~~. It exercises by delegation the responsibility for academic matters within the jurisdiction of the Voting Faculty as outlined in Section I, Article 4.2. In addition to its delegated responsibilities for academic policy, the Senate, an elected group representing the Faculty, may discuss non-academic matters of interest to the Faculty and make recommendations for the consideration of these matters by the administration and the Board of Directors and/or Board of Trustees.

Article Two - Meetings

The Senate shall be convened as specified in the Bylaws-Guidelines of the School of Dental Medicine Senate (Senate Guidelines), ~~(Appendix A)~~, or by the President of the University, the Executive Vice President for Health Affairs, the Dean of the School of Dental Medicine, or by a request to the Dean by one-third of the Voting ~~Faculty~~ Faculty.

Article Three - Modification of BylawsSenate Guidelines

The ~~Senate Guidelines B~~ylaws ~~(Appendix A)~~ and authority of the ~~Senate~~ Senate Guidelines may be modified by the Voting Faculty through the amendment procedures ~~proscribed~~ described in the ~~b~~Bylaws of the Senate Guidelines ~~with approval by the Board of Directors and/or Board of Trustees.~~

SECTION III – ADMINISTRATION

Article One – Executive Vice President for Health Affairs

The Executive Vice President for Health Affairs shall be a non-voting member of the School of Dental Medicine Senate. ~~S/h~~He shall interpret the ~~B~~bylawsSenate Guidelines, rules, and regulations of the School of Dental Medicine Senate ~~—and,~~ subject to approval by the President of the University, determine what matters fall within the purview of academic policy and what matters must be brought to the Board of Directors and/or Board of Trustees prior to implementation.

Article Two - Dean

- 2.1 Appointment: The Dean of the School of Dental Medicine shall be appointed by the Board of Directors and/or Board of Trustees upon recommendation of the President of the University.
- 2.2 Duties: The Dean shall be the principal administrative officer of the ~~s~~School. The Dean shall be responsible to the President of the University through the Executive Vice President for Health Affairs in all matters. The Dean's duties shall include the implementation of the regulations and policies of the University and the School of Dental Medicine as approved by the Board of Directors and/or Board of Trustees. After consultation with the Division Chairs and Department Heads, the Dean shall prepare annual budget recommendations for the School. The Dean shall make recommendations regarding the appointment, promotion and tenure of members of the Faculty, ~~the unit leadership, Division Chairs, Department Heads,~~ and Assistant and Associate Deans. The Dean shall assign space ~~that~~ is available to the School of Dental Medicine ~~to departments and other organizational~~ units.

Article Three - Dean's Advisory Committee

- 3.1 Composition: The Dean's Advisory Committee shall consist of the Dean of the School of Dental Medicine, who will serve as Chair~~man~~ of the Committee, and the heads of ~~the departments-organizational units~~ of the School of Dental Medicine. At the discretion of the Dean, other administrative leaders of the School of Dental Medicine (e.g., Associate Deans, leaders of subsidiary units, etc.) or School of Medicine may be members of the Committee. Members of the Dean's Advisory Committee shall not concurrently serve as members of the Senior Appointments and Promotions ~~Subc~~Committee (SAPC) ~~and shall not have served on the SAPC within a preceding period of 24 months.~~
- 3.2 Responsibilities: ~~T~~he Dean's Advisory Committee shall serve as an advisory group to the Dean.
- 3.3 Meetings: Meetings of the Dean's Advisory Committee shall be held as determined by the Dean or at the request of one-third of its members.
- ~~3.4~~ Subcommittees: Subcommittees of the Dean's Advisory Committee may be formed and

~~dissolved at the discretion of the Dean. The membership of Subcommittees need not be limited to those individuals who are members of the Dean's Advisory Committee. The membership of Subcommittees need not be limited to those individuals who are members of the Dean's Advisory Committee. Appointments and reappointments to any subcommittee of the Dean's Advisory Committee shall be made by the Dean. Subcommittees of the Dean's Advisory Committee may be formed and dissolved at the discretion of the Dean. There shall be at least two subcommittees of the Dean's Advisory Committee.~~

~~3.5~~

~~3.6 An Advisory Committee on The Senior Appointments and Promotions Advisory Subcommittee shall advise the Dean and the parent committee on the award of tenure and on all appointments to the rank of Professor or Associate Professor, except for Division Chairs and Department Heads.~~

~~3.7~~

~~An Advisory Committee on The Clinical Affairs Advisory Subcommittee shall advise the Dean and the parent committee on clinical matters as they pertain to the Health Center itself and to community hospitals or other health agencies.~~

~~3.8 Additional subcommittees of the Dean's Advisory Committee may be formed and dissolved at the discretion of the Dean.~~

~~3.9~~

~~Members of these two subcommittees, and of any other subcommittees that may be required, shall be appointed by the Dean.~~

~~3.10 The membership of the subcommittees need not be limited to those individuals who are members of the Dean's Advisory Committee. Appointments and reappointments to any subcommittee of the Dean's Advisory Committee shall be made by the Dean.~~

3.4

Article Four - Standing Administrative Committees

~~Purpose: In some areas, administrative decisions or activities are best achieved through the collective effort or judgment of groups of faculty. Faculty members. In these areas, standing Administrative Committees shall be appointed to implement established policy.~~

4.1 Purpose: In some areas, administrative decisions or activities are best achieved through the collective effort or judgment of groups of Faculty members. In these areas, standing Administrative Committees shall be appointed to implement established policy. Reports summarizing the activities of the Standing Administrative Committees may be made periodically to or by request from the Dental Senate or its Councils.

4.2 Standing Committees

4.2.1 The Senior Appointments and Promotions Committee (SAPC) shall advise the Dean on the award of tenure and on all appointments to the rank of Professor or Associate Professor, except for the leadership of organizational units.

4.2.1.1 The SAPC shall operate consistent with the School of Dental Medicine document *Senior Appointments and Promotions Committee: Principles, Guidelines and Provisions for Appointments, Promotion and Tenure* ("SAPC Guidelines").

4.2.1.2 Revisions to the SAPC Guidelines document are made by the Dean after consultation with the Dean's Advisory Committee and the Dental Senate.

4.3 A committee shall advise the Dean on clinical matters as they pertain to the school, UConn Health and to community hospitals or other health agencies.

~~The Senior Appointments and Promotions Committee shall advise the Dean on the award of tenure and on all appointments to the rank of Professor or Associate Professor, except for the leadership of operational units, Division Chairs and Department Heads.~~

~~A committee shall advise the Dean on clinical matters as they pertain to the school, UConn Health and to community hospitals or other health agencies.~~

~~4.3.1 A committee shall advise the Dean on matters related to the school's research activities.~~

~~4.3.2 In the area of student affairs, there shall be standing committees for Admissions and for other needs as they may develop.~~

~~4.3.1 In the area of academic affairs, there shall be standing committees on Student Standing and Promotion as well as committees responsible for the various components of the predoctoral, graduate and continuing dental education programs.~~

4.4 Appointment: Standing Administrative Committees and the chairs of those committees shall be appointed annually by the Dean.

~~a. In the area of student affairs, there shall be Standing Administrative Committees for Admissions, Student Standing and Promotion, and for other needs as they may develop.~~

~~a. —~~

~~In the areas of predoctoral undergraduate, graduate and continuing dental education, there shall be Standing Administrative Committees responsible for the various components of the each program. The activities of these committees shall be coordinated with those of Associate Deans, Assistant Deans or Program Directors. Reports summarizing the activities of the Standing Administrative Committees shall be made each year to the appropriate standing committee of the faculty.~~

~~3.11 Appointment: Administrative Committees and Subcommittees shall be appointed annually by the Dean after consultation with the Department Heads and Division Chairs.~~
Division Chairs and Department Heads.

SECTION IV - ORGANIZATIONAL STRUCTURE

Article One - Purpose

The Faculty shall be organized into various organizational academic departments ~~units that represent the traditional areas of concern of schools of dental medicine.~~ ~~Departments~~ ~~These units and their~~ ~~and any subsidiary units,~~ ~~called Divisions and Divisions may create subunits called Sections,~~ shall serve an as-organizational units-purpose that provides a home for Faculty members with similar interests, and that establish groups with general competence in specific fields of endeavor.

~~Departments~~ ~~These units and their~~ ~~Divisions~~ shall provide personnel for educational and other activities ~~—~~ that are organized as interdepartmental or interdisciplinary programs. The organizational structure of the School of Dental Medicine is described in detail in Appendix G.

Article Two - ~~o - o~~ Structure

~~There shall be Departments, Divisions and Sections~~ The various organizational units in the School of Dental Medicine shall be based upon the operational needs of the School, as determined by the Dean in consultation with the Dean's Advisory Committee. The Dean shall solicit and consider feedback from the Faculty and the Dean's Advisory Committee before any changes, including to unit naming conventions, are made to the organizational structure of the School. The current organizational structure of the School of Dental Medicine, including unit naming conventions, is described in detail in Appendix G. Appendix F shall be updated any time that changes to the structure are made consistent with these Bbylaws.

~~There shall be departments of Craniofacial Sciences, Oral Health and Diagnostic Sciences, Reconstructive Sciences and Biomedical Engineering. There shall also be divisions within these departments as follows: within Craniofacial Sciences there shall be the Division of General Dentistry, the Division of Orthodontics, the Division of Oral and Maxillofacial Surgery and the Division of Pediatric Dentistry; within Oral Health and Diagnostic Sciences shall be the Division of Endodontology, the Division of Behavioral Science and Community Health, the Division of Oral and Maxillofacial Diagnostic Sciences and the Division of Periodontology; within Reconstructive Sciences there shall be the Division of Prosthodontics. There shall be Departments, Divisions and Sections based upon the operational needs of the SDM school.~~

In addition, There shall also be departments within the UConn School of Medicine that may provide educational programming for the School of Dental Medicine. ~~;~~ ~~s~~ Should it so desire, the School of Dental Medicine may request Faculty representation from ~~these one or more School of Medicine departments in its governance or administrative~~ on the School of Dental Medicine Senate or any of its committees or subcommittees.

School of Dental MedicineSDM Faculty from ~~D~~ departments ~~units where with~~ educational or patient care responsibilities ~~require~~ ~~reside~~ may also be appointed to a Department of Dentistry¹ for purposes relating to the John Dempsey Hospital. ~~Changes in the departmental~~

¹ The Department of Dentistry is not intended to have the same scope of academic and administrative responsibility as the principal organizational units of the School as described throughout these bylaws. See Appendix B.

structure or the creation of new units may be brought about on recommendation of the Dean to the University administration after consultation with the Dean's Advisory Committee.

Article Three — Department Heads/Unit Leadership

3.1 Duties: For each organizational unit of the School of Dental Medicine, there shall be a unit leader who shall serve as the chief executive of the relevant unit. The unit leader shall coordinate all activities of their respective unit and shall consult and collaborate with those responsible for School- and/or Faculty-wide activities. The unit leader shall represent the unit on the Dean's Advisory Committee and shall make recommendations to the Dean as required with regard to appointments, budgetary needs and space needs.
~~: For each department/organizational unit of the School of Dental Medicine, there shall be a Department Head/unit leader who shall serve as the chief executive of each the relevant department/unit. The Department Head/unit leader shall coordinate the all activities of their respective unit — department and shall consult and cooperate collaborate with those who are responsible for School — and/or Faculty-wide activities, which are organized on a faculty/Faculty wide basis. The Department Head/unit leader shall represent the department unit on the Dean's Advisory Committee and shall make recommendations to the Dean as required with regard to appointments, budgetary needs and space needs to the Dean.~~

3.2 Appointment: The Dean of the School of Dental Medicine shall appoint an *ad-hoc* Faculty Search Committee that will advise the Dean in the selection of a Department Head/unit leaders. This Committee shall submit the ~~names or names of~~ individuals who are considered to be eminently qualified for the position. The Dean shall then make a recommendation for ~~an~~ appointment to the ~~Vice President for Health Affairs~~appropriate UConn Health leadership for transmittal to the President and ~~by to~~ the Board of Directors and/or Board of Trustees.

3.23.3 Vacancies: In the event of an unfilled vacancy for a Department Head/unit leader position, the duties of the Department Head/unit leader shall be assigned by the Dean to a member or members of the Dean's Advisory Committee or other member of the Faculty on an interim basis.

Article Four — Division/Subsidiary Unit Chairs/Leadership

4.1 Duties: For units that have subsidiary units, Within those departments that contain/have divisions, there shall be a Division Chair who shall subsidiary unit leadership may be established to oversee each the relevant division/respective subsidiary unit. The D/division Chair/Subsidiary unit leaders shall coordinate the discipline specific activities of the division/subsidiary unit in consultation with with the Department/the unit leader of the parent unit Head of the department in which the division resides.

4.2 Appointment: The Dean, in consultation with the ~~Department Head/unit leader~~, shall select and appoint ~~a Division Chair/subsidiary unit leaders~~.

~~In those Divisions that, by approval of the Dean, include subunits called Sections, the Division Chair may, with their agreement of with the Dean, designate certain defined authorities or responsibilities to the leader of a Ssection, e.g., a Section Chair. With agreement, the ability to designate such authorities and responsibilities with the sSection may apply to all only to aspects and components of the Bylaws where the term 'Division Chair' is used.~~

SECTION V - AMENDMENTS
~~ADOPTION AND AMENDMENTS~~

Article One - Adoption

The provisions described in these Guidelines-Bylaws shall become effective after approval by the Board of Directors and/or Board of Trustees.

Article Two - Amendments

2.1 These Guidelines-Bylaws, except for Section II (School of Dental Medicine Senate), may be amended by two-thirds of the Dean's Advisory Committee present and voting at any meeting for which due notice of not less than one week has been given, subject to the approval of ~~by~~ the Board of Directors and/or Board of Trustees.

2.1.1 A meeting of the Dean's Advisory Committee to consider amendment of these Bylaws shall be convened by the Dean at his/her initiative or on the request of either one-third of the Dean's Advisory Committee or one-third of the Voting Faculty.

2.2 Notwithstanding Section V, Article 2.1, ~~provided that~~ before transmittal to ~~by~~ the Board of Directors and/or Board of Trustees, any amendment which alters the relationship between the Dean and the Dean's Advisory Committee or the Faculty shall also require the approval of the Dean.

2.3 Notwithstanding Section V, Article 2.1, before transmittal to the Board of Directors and/or Board of Trustees, ~~and~~ any amendment to Section I, Article 4 (Voting Faculty) or Section II (Dental Senate), shall ~~also~~ require approval of a majority of the ~~total~~ School of Dental Medicine Voting Faculty.

2.3.1 Amendments to Section I, Article 4 (Voting Faculty) and/or Section II (School of Dental Medicine Senate) shall be discussed at a general meeting of the School of Dental Medicine Voting Faculty and will be voted on by ballot not less than seven calendar days later.

~~A meeting of the Dean's Advisory Committee to consider amendment of this document these Guidelines shall be convened by the Dean at his/her initiative or on the request of either one-third of the Dean's Advisory Committee or one-third of the Voting Faculty. Amendments to Section I, Article 4 (Voting Faculty), shall be discussed at a general meeting of the School of Dental Medicine Voting Faculty and will be voted on by mail ballot not less than seven calendar days later.~~

~~Amendments to Section II of these Guidelines (School of Dental Medicine Senate) shall be made as specified therein.~~

Approved by the Board of Trustees: 10/11/1974XXXXXXXXXXXX10/11/74.

Last Amendments Approved by BOD or BOT: XX/XX/XXXX

~~Bylaws of the School of Dental Medicine Senate~~ APPENDIX A CONSTITUTION AND BYLAWS SCHOOL OF DENTAL MEDICINE SENATE

CONSTITUTION AND BYLAWS SCHOOL OF DENTAL MEDICINE SENATE

PREAMBLE

~~The Senate is the voice of the faculty and a voice for students in student affairs, pre-doctoral dental education, postdoctoral clinical education, continuing education, research, the academic environment, and similar matters. Through active participation in its Senate, the faculty and students of the University of Connecticut School of Dental Medicine (SDM) ensure the vigor of the School's programs in education, research and patient care. To those ends, the Senate, which was previously called the SDM Council, has been reconfigured, and its Constitution and Bylaws, which govern the election, structure and function of this body, have been rewritten.~~

~~Much of the Senate's work will be carried out by its standing Councils and their respective working committees. Service on these Councils and committees affords faculty and students with opportunities to participate directly in setting the direction of the SDM. The Senate will communicate fully and regularly with the faculty and students through open Senate meetings, prompt distribution of their minutes, reports of activities of Senate Councils and committees, and active engagement of Senators with their constituents. The Senate will maintain a dialogue with the administration and Department Heads to facilitate joint initiatives and to allow the faculty and students to deal rapidly and proactively address with issues of importance.~~

~~Because Senators are elected by, and represent, their Departments and student bodies, service on the Senate is both an honor and a responsibility to be taken seriously. Attendance by Senators at Senate meetings ensures the energetic function of the body; thus, Senators who fail to attend meetings will be replaced. The faculty and the students of the School of Dental Medicine rely on their elected Senators to be their voices in School governance.~~

CONSTITUTION OF THE SCHOOL OF DENTAL MEDICINE SENATE

Article 1—~~Name School of Dental Medicine Senate~~

Article 2—~~Authority and Purpose~~

~~The faculty¹ of the School of Dental Medicine (SDM) delegates to the SDM Senate (the “Senate”) responsibility for establishing faculty policies on academic matters including student affairs, predoctoral dental education, postdoctoral clinical education, and continuing education and for commenting and providing advice on the academic environment and research. The Senate also reserves the right to review and comment on issues pertaining to the School of Dental Medicine that are of interest.~~

~~The policies established by the Senate shall not contradict those established by the Board of Directors or the Board of Trustees, nor shall the actions of the Senate abridge the responsibilities assigned to administrative officers of the University by the Board of Trustees. Such administrative responsibilities include the authority to call meetings of the faculty, to preside at faculty meetings, and to serve, or to have their representatives serve, as non-voting members of all standing committees.~~

Article 3—~~Membership~~

~~The Senate shall consist of fifteen elected of Senators from the full and part-time SDM clinical faculty, seven elected Senators from the full-time basic science faculty representing each of its departments, one elected Senator from the predoctoral dental student body, and one elected Senator from the postdoctoral dental student body.~~

~~Each of the three Clinical Science Departments in the SDM shall be represented by five a representative number of Senators; no dDivision shall have more than two Senators. The Basic Science Departments shall be represented by a total of six Senators. Each Basic Science Department from the School of Medicine shall have one Senator.~~

~~Each Clinical Science Department will elect an alternate Senator who will be responsible for attending Senate meetings in the absence of the regular Senator. The alternate will have voting privileges when substituting for the regular Senator, but only if their vote does not bring the voting rights of a division to more than two votes. The basic science faculty shall elect one alternate Senator. The Dean, Associate Deans, Assistant Deans and C l i n i c a l Department Heads of the SDM, and the Executive Vice President for Health Affairs, (or their respective designees), shall be non-voting members of the Senate, but. The aforementioned SDM officers, as well as Department Heads, are s h a l l not be eligible for voting membership in the Senate.~~

Article 4—~~Officers and Responsibilities~~

~~The officers of the Senate shall be the Chairperson and the Vice Chairperson. The~~

~~Chairperson shall preside over Senate meetings and over meetings of the Steering Committee of the Senate. The Chairperson shall call meetings of the Senate and of the Steering Committee on a regular basis. The Chairperson may call meetings of the SDM faculty. The Chairperson shall be responsible for conducting the elections of members of the Steering Committee and of the Vice Chairperson. The Vice Chairperson shall record minutes, shall communicate with the Senate webmaster, and shall preside at Senate meetings in the absence of the Chairperson.~~

~~Faculty members, for the purpose of this document, are defined as those with at least a 50% appointment (paid half-time or more by the University).~~

~~¹For the purposes of the School of Dental Medicine Senate, the term "Faculty" shall refer to all Professors, Associate Professors Assistant Professors, a n d Instructors with primary appointments in the School of Dental Medicine in any appointment category who are paid a full or partial salary. Any paid Faculty from any other unit in the University who is a voting member of the Senate and who is not otherwise included herein shall also be included.~~

Article 5—Steering Committee

~~The Senate shall be guided by a Steering Committee. The Steering Committee shall meet monthly or more frequently if necessary. The Steering Committee shall be responsible for the Senate agenda and for the prior review of matters brought to the Senate for action. The Steering Committee may appoint *ad hoc* committees as necessary.~~

Article 6—Standing Councils and *ad hoc* Committees of the Senate

~~Standing Councils and *ad hoc* committees of the Senate shall possess suitable representation and expertise to deal with matters within Senate purview. The three standing Councils of the Senate shall be the Council on Education, the Council on Research, and the Council on the Academic Environment. The Council on Education and the Council on Research will be joint Councils, with voting participation of faculty, students, ~~d~~Department ~~H~~ heads and/or administration (see Council descriptions in the Senate Bylaws, below). There shall be student representation on the Council on Education, and there may be student representation on the Council on Research. These student representatives shall be selected from the appropriate constituencies of predoctoral, resident, graduate, and combined degree students.~~

BYLAWS OF THE SCHOOL OF DENTAL MEDICINE SENATE

Article Three1—Composition and Election of the Senate

3.1 There shall be one Senator from each Division and one Senator from each Department that does not have any Divisions and one Senator from any Type I or Type II Centers within the SDM as defined by Appendix D of the SDM Bylaws. No Division or Center shall have more than two Senators, whether full- or part-time, clinical or research.

3.2 In addition, each Department with clinical operations shall have one Senator who is a part-time, clinical member of the Faculty.

3.3 There shall be one Senator from the predoctoral student body of the SDM and one Senator from the postdoctoral student body of the SDM.

3.3.1 The predoctoral student body shall include all students currently enrolled in the DMD degree program or the DMD/PhD program.

3.3.2 The postdoctoral student body shall include all dental residents, regardless of enrollment in degree-granting programs, postdoctoral students in clinical certificate programs, advanced degree programs or combined certificate/degree programs, but not postdoctoral research fellows.

~~3.4 There shall be three Faculty Senators from the School of Medicine who have teaching responsibilities in the SDM biomedical science curriculum.~~

~~3.5 Each SDM Department shall have one alternate Senator.~~

~~3.6 The Dean, Associate Deans, Assistant Deans and Department Heads of the SDM (or their respective designees) shall be non-voting members of the Senate and shall not be eligible for voting membership in the Senate during the term of their administrative appointment.~~

~~3.7 The Senate shall be guided by a Steering Committee as defined in Article 6.~~

Article Four: Election and Terms of Senators

~~4.1 The terms for the seats of all Faculty Senators shall be for three years, which start July 1 and end June 30. Approximately one-third of the seats of SDM Faculty Senators under Section 3.1 and 3.2 shall expire each year. One of the seats of the School of Medicine Faculty Senators under Section 3.4 shall expire each year. The terms for the seats of the student body Senators shall be for one year.~~

~~4.1.1 Senators shall notify the Chair, Vice-Chair or Administrative Assistant of any absence from Senate meetings. Failure to notify the Chair, Vice-Chair or Administrative Assistant prior to any scheduled meeting may be reviewed by the Steering Committee and, at the discretion of the Steering Committee, designated as unexcused.~~

~~4.1.2 Any Senator who has two successive unexcused absences or who attends less than fifty percent of Senate meetings in a fiscal year may be dismissed by a majority vote of the Steering Committee.~~

~~4.2 For nomination and voting purposes, Faculty members shall have rights only within the Department and subunit of their primary appointment.~~

~~4.3 When an SDM Faculty senate seat, as specified in Sections 3.1 and 3.2 above, becomes vacant for any reason, including end of term, resignation or change in primary appointment, the Chair of the Senate shall notify the relevant constituent group of the vacancy. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the relevant constituent group 60 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair may notify the relevant constituent group as early as 30 days prior to the date of anticipated vacancy. The Senate Chair shall, in no event, notify the relevant constituent group more~~

~~than 7 days after the vacancy occurs.~~

~~4.3.1 If a SDM Faculty senate seat vacancy occurs for any reason other than expiration of term, it shall be filled for the period of the unexpired term by the alternate, as specified in Section 3.5, from the appropriate constituency. If the alternate is either unavailable or no longer eligible to serve, or if the vacancy occurs during the first year of any three year term, the relevant provisions for nomination and election contained herein shall apply.~~

~~4.3.2 A nominations period for nominations from members of the relevant constituent group shall be open for 10 days from the date of vacancy notification by the Senate Chair, except that for vacancies due to the expiration of a term, that nomination period may be extended by up to 14 days at the discretion of the administrative head of the constituent group.~~

~~4.3.3 Nominations must be made to the Senate Chair.~~

~~4.3.4 Nominations may be made by any member of the constituent group, by any current Senator or by any member of the SDM administration. Self-nominations of eligible members of the constituent group are permitted.~~

~~4.3.5 In the event that no nominations are received by the Chair of the Senate at the close of the nomination period, the administrative head of the constituent group shall nominate a member of the constituent group.~~

~~4.3.6 Within 4 days of the close of the nomination period, the Chair of the Senate shall verify with the Dean of the School of Dental Medicine or their designee the eligibility of each nominee for the vacant position, including appointment type, primary department and relevant subunit, if any. If all nominees are deemed eligible, the Senate Chair shall immediately communicate the list of eligible nominees to the constituent group.~~

~~4.3.6.1 If any nominee shall be deemed ineligible by the Dean or their designee, the Chair of the Senate shall immediately notify any nominee deemed ineligible.~~

~~4.3.6.2 Any nominee who is notified that they were deemed ineligible by the Dean or their designee shall have 5 days to request, in writing to the Chair of the Senate, that the Senate Steering Committee review the eligibility decision.~~

~~4.3.6.3 The steering committee shall review the eligibility decision within 48 hours of any such request and verify or reverse the decision of the Dean or their designee. The review of eligibility by the Steering Committee shall be final.~~

~~4.3.6.4 Seven days after notifying ineligible nominees, the Chair of the Senate shall communicate the list of eligible nominees to the constituent group.~~

~~4.3.7 Within 14 days of the communication of the list of eligible nominees to the relevant constituent group, that constituent group shall conduct an election.~~

~~4.3.7.1 Election shall be by secret ballot and all members of the constituent group, subject to the provisions of Section 4.2, shall be eligible to vote.~~

~~4.3.7.2 Each constituent group may determine and promulgate any other rules and procedures for the election process as are necessary, so long as no such rule or procedure conflicts with any provision of these bylaws.~~

~~4.3.7.3 The results of the election shall be immediately communicated to the Senate Chair for presentation at the next regularly scheduled meeting of the Senate.~~

~~4.3.8 In the event that a constituent group has not communicated an election result, as required under Section 4.3.7.3, within the 14 days specified in 4.3.6 above, the Senate Chair, at the next regularly scheduled meeting with a quorum of the Senate, shall present to the Senate the same list of eligible nominees as communicated to such constituent group per Section 4.3.6.4.~~

~~4.3.8.1 No new nominations shall be accepted unless there are fewer than two eligible nominees. If there are fewer than two nominees, new nominations may be accepted from the floor of the Senate.~~

~~4.3.8.2 An election among the Senators present shall then be conducted to determine the Senator from such constituent group who shall fill the vacant seat. Such election shall be by ballot unless, upon motion and vote for a roll call by two fifths of the members present.~~

~~4.3.8.3 The candidate with the plurality of votes shall be elected.~~

~~4.3.8.4 Notwithstanding any other provision of these bylaws, the steering committee shall have 48 hours from the time of election to confirm with the Dean or their designee the eligibility of any nominee from the floor who is elected under Section 4.3.8, prior to their term beginning.~~

~~4.3.9 Terms of newly elected SDM Faculty Senators filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.~~

~~4.3.10 Terms of newly elected Faculty Senators filling a vacant seat at the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.~~

~~4.3.11 In the event a newly elected SDM Faculty Senator elected under the provisions of Section 4.3 declines to accept their seat or is determined ineligible by the Steering Committee under Section 4.3.8.4, the seat shall be treated as newly vacant and subject to all provisions under Section 4.3.~~

~~4.3.12 Each SDM Department shall establish its own process for nominations for alternates; however, elections of alternates shall be consistent with the process established for the elections to fill other SDM Faculty senate seats as defined by Sections 4.3.7.1, 4.3.7.2, and 4.3.7.3~~

~~4.3.12.1 Alternate status shall terminate after three years.~~

~~4.3.12.2 When alternate status terminates or when an alternate is called upon to fill the unexpired term of a Senator from the same Department under Section 4.3.1, a new alternate shall be elected by the Department.~~

~~4.4 When a student body Senate seat, as specified in Section 4.3 above, becomes vacant for any reason, including end of term, resignation or change in student status, the Chair of the Senate shall notify the Dean. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the Dean 30 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair may notify the Dean as early as 30 days prior to the date of anticipated vacancy. The Senate Chair shall, in no event, notify the Dean more than 7 days after the vacancy occurs.~~

~~4.4.1 The Dean or their designee shall seek nominations from the relevant student body for any student senate seat vacancy. The Dean or their designee shall determine appropriate eligibility criteria related to student academic progress, Honor Code, and Code of Conduct.~~

~~4.4.2 An election shall then be conducted by the Dean or their designee among the relevant student body. The process for such election shall be determined by the Dean, in consultation with the Senate Steering Committee. The candidate with the plurality of votes shall be elected.~~

~~4.4.3 In the event that there are fewer than two nominations for a student Senate seat, the Dean or their designee, in consultation with the Senate Steering Committee, shall determine an alternative method for filling the vacant student Senate seat.~~

~~4.4.4 Terms of newly elected student body Senators filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.~~

~~4.4.5 Terms of newly elected student body Senators filling a Senate seat vacated by the expiration of a term shall officially begin on July 1 of the year the term of the seat is~~

designated to begin or immediately upon election, whichever is later.

4.5 When the Senate seat of a School of Medicine Faculty member, as specified in Section 3.4 above, becomes vacant for any reason, including end of term, resignation or elimination of teaching responsibilities within the SDM biomedical sciences curriculum, the Chair of the Senate shall notify the appropriate administrator in the School of Medicine who has oversight of the biomedical sciences curriculum of the vacancy. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the relevant administrator in the School of Medicine 60 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair may notify the relevant administrator in the School of Medicine as early as 30 days prior to the date of anticipated vacancy. The Senate Chair shall, in no event, notify the relevant administrator in the School of Medicine more than 7 days after the vacancy occurs.

4.5.1 Nominations of up to three candidates from the School of Medicine will be requested from the relevant administrator in the School of Medicine who has oversight of the biomedical sciences curriculum.

4.5.2 The Senate Chair, at the next regularly scheduled meeting with a quorum of the Senate, shall present to the Senate the nominees as communicated from the relevant administrator of the School of Medicine per Section 4.5.1.

4.5.3 No new nominations shall be accepted unless there are fewer than two nominees provided by the relevant administrator of the School of Medicine. If there are fewer than two nominees, new nominations may be accepted from the floor of the Senate.

4.5.4 An election among the Senators present shall then be conducted to elect a Senator from the Faculty of the School of Medicine to fill the vacant seat. Such election shall be by ballot unless, upon motion and vote for a roll call by two fifths of the members present.

4.5.5 The candidate with the plurality of votes shall be elected.

4.5.6 Notwithstanding any other provision of these bylaws, the Senate Steering Committee shall have 48 hours from the time of election to confirm with the relevant administrator in the School of Medicine or their designee the eligibility of any nominee from the floor who is elected under this section, prior to their term beginning.

4.5.7 Terms of newly elected Faculty Senators from the School of Medicine filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.5.8 Terms of newly elected Faculty Senators from the School of Medicine filling a

~~vacant seat at the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.~~

~~4.5.9 In the event a newly elected Faculty Senator from the School of Medicine elected under the provisions of Section 4.5 declines to accept their seat or is determined ineligible by the Steering Committee under Section 4.5.6, the seat shall be treated as newly vacant and subject to all provisions under Section 4.5.~~

~~4.6 All members of the Senate, including its officers and Council and committee members, shall serve until their respective successors have been elected.~~

~~4.7 Upon their agreement to serve, each newly elected Senator will receive a package consisting of the following documents: (1) a cover letter in which the specific duties, responsibilities and expectations of Senators are delineated; (2) copies of the SDM Senate Constitution and Bylaws; and (3) copies of the Bylaws and Guidelines of the University of Connecticut School of Dental Medicine.~~

~~For voting and election purposes, the SDM faculty consists of Clinical and Basic Science constituencies. The Clinical Science constituency shall comprise all faculty in the Departments of the SDM and their constituent divisions. The Basic Science constituency shall comprise all full-time faculty in the basic science departments of the School of Medicine. Any faculty member with a joint appointment in two or more departments shall, for voting and election purposes, be considered a member of the department in which the primary appointment is held.~~

~~The Clinical Science constituency shall have five Senators from each of the SDM's three clinical departments, with no more than two Senators from any one division. One of the five Senators from each Department shall be elected from the part-time faculty with at least a 50% appointment in that Department. Each Department shall elect a single alternate Senator. The Basic Science constituency shall have a total of 6 Senators, one each from the six Basic Science departments. The Basic Science constituency shall elect one alternate Senator.~~

~~For voting and election purposes, the SDM faculty consists of Clinical and Basic Science constituencies. The Clinical Science constituency shall comprise all faculty in the Departments of the SDM and their constituent divisions. The Basic Science constituency shall comprise all full-time faculty in the basic science departments of the School of Medicine. Any faculty member with a joint appointment in two or more departments shall, for voting and election purposes, be considered a member of the department in which the primary appointment is held.~~

~~The Clinical Science constituency Senate shall have proportionate five Senators from~~

~~each of the SDM's three clinical departments, with no more than two Senators from any one division. One of the five Senators from each Department shall be elected from among the part-time faculty with at least a 50% appointment in that Department. Each Department shall elect a single alternate Senator. The Basic Science constituency shall have a total of 6 Senators, one each from the six Basic Science departments. The Basic Science constituency shall elect one alternate Senator.~~

~~Election of the faculty Senators shall be by ballot of the faculty within the appropriate department. Each department will decide on the mechanism for electing their Senators, as well as their alternate.~~

~~All faculty Senators shall be elected for three-year terms, which start July 1 and end June 30. Approximately one-third of the Department Senators shall be elected each year.~~

~~One Senator representing the predoctoral dental student body shall be elected for a one-year term. Predoctoral dental students in the first, second and third year classes are eligible to vote and stand for election. The election shall be conducted by the Dean (or designee) in an equitable manner allowing interested students to have the opportunity for selection, and shall employ a two-ballot system.²~~

~~One Senator representing the postdoctoral dental student body³ shall be elected for a one-year term. Students with at least one year remaining in their program are eligible to vote and stand for election. The election shall be conducted by the Dean in an equitable manner allowing interested students to have the opportunity for election, and shall employ a two-ballot system.~~

~~If the number of departments in the Clinical or Basic Science constituencies changes, departmental representation shall be adjusted (increased or decreased) as necessary, so that the total number of Senators in that constituency remains the same.~~

~~Election of the Senators to replace those whose terms are expiring shall occur no later than May.~~

~~If a vacancy in the Senate occurs, it shall be filled for the period of the unexpired term by the alternate from the appropriate constituency or by or by a special departmental election if the alternate is either unavailable or no longer eligible.~~

~~A nominating ballot is circulated to the eligible voting constituency. The names of six members of the constituency with the most votes are placed on a second ballot to stand for election after ascertaining the candidates' willingness to serve. The candidates with the most votes on the second ballot shall be elected.~~

~~Postdoctoral dental students include dental residents, postdoctoral students in clinical certificate programs, advanced degree programs or combined certificate/degree programs, but not postdoctoral research fellows.~~

~~Alternate status shall terminate at the end of one year or when the alternate is called upon to fill the unexpired term of a Department Senator. Unless and until they are called upon to serve, alternates shall not have a vote in the Senate.~~

~~An alternate Senator may attend Senate meetings in place of a Department Senator when the Department Senator is unable to attend. The alternate Senator will have voting privileges when serving as a substitute for the Department Senator.~~

~~Any Senator who has two successive unexcused absences⁴ or who attends less than fifty percent of Senate meetings in a year shall be dismissed by the Steering Committee.~~

~~All members of the Senate, including its officers and Council and committee members, shall serve until their respective successors have been succeeded by newly elected members.~~

~~Article 2—The Election and Duties of the Officers~~

~~Article Five—Election and Responsibilities of Officers~~

~~5.1 The officers of the Senate shall be the Chair and the Vice-Chair.~~

~~5.1.1 The term of office for the Senate Chair shall be two years, beginning on July 1 of the first year, or upon election after July 1 of the first year, and ending on June 30 of the second year, except as noted in Article 4.6. No individual may serve as chair for more than two consecutive terms.~~

~~5.1.2 The term of office of the Vice-Chair of the Senate shall be one year, beginning on July 1 of the first year, or upon election after July 1 of the first year, and ending on June 30 of the same year, except as noted in Article 4.6.~~

~~5.1.3 The Chair shall preside over Senate meetings and meetings of the Steering Committee of the Senate.~~

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~~5.1.4 The Chair shall call meetings of the Senate and of the Steering Committee on a regular basis.~~

~~5.1.5 The Chair may call meetings of the SDM Faculty.~~

~~5.1.6 The Chair shall be responsible for conducting the elections of members of the Steering Committee~~

~~5.1.7 The Vice-Chair shall preside at Senate meetings and Steering Committee meetings in the absence of the Chair.~~

~~5.2 Biannually in May, or upon vacancy of the Chair, the Dean shall solicit nominations from the Faculty of the School of Dental Medicine, as defined in Article Two, of candidates for Senate Chair. All nominees must be from within the Faculty of the School of Dental Medicine.~~

~~5.2.1 In June of the year when the Senate Chair term expires, or within 60 days of a vacancy of the Chair, the Dean shall convene a special meeting of the Senate for the sole purpose of electing a Chair. At any such meeting, and for the sole purpose of electing a Chair, the Dean or their designee shall preside over the Senate.~~

~~5.2.2 In the event that no candidate receives the votes of a majority of the Senate at any such meeting convened under Article 5.2.1, the Dean or their designee shall send a ballot no later than June 30, by postal or electronic communication, to all voting members of the Senate. Such ballot shall list the names of the two candidates with the highest numbers of votes. Votes must be received on or before a date set by the Dean, with such date not less than 5 business days nor more than 10 business days from the date the ballots are sent. The Chair's term of office shall begin the first business day after the final election.~~

~~5.2.3 In the event that a special meeting, as described in Article 5.2.1, is unable to be convened for any reason, the Dean or their designee shall send a ballot no later than June 30, by postal or electronic communication, to all voting members of the Senate. Such ballot shall list the name of all eligible nominees solicited under Article 5.2. Votes must be received on or before a date set by the Dean, with such date not less than 5 business days nor more than 10 business days from the date the ballots are sent. In the event that no candidate receives the votes of the majority of the Senate, a subsequent ballot shall be sent consistent with Article 5.2.2. The Chair's term of office shall begin the first business day after the final election.~~

~~The Senate shall elect a Chairperson to be its presiding officer and to chair the Steering Committee of the Senate (the Steering Committee). The Chairperson must be a member of one of the constituencies described in Article 1.1 of these Bylaws. In June, the Deanshall convene a special meeting of the new Senate, elected in May, to nominate and elect its Chairperson. If, at the June meeting, no candidate receives the votes of a majority of the entire Senate, a vote of the entire Senate shall be taken by a mail ballot listing the names of the two candidates with the highest numbers of votes. The Chairperson's term of office shall be two years, starting July 1 after the election. No Chairperson shall serve more than two consecutive terms.~~

~~5.3 At its first meeting after July 1, Following the May election of Senators, the newly constituted Steering Committee (see Article 36.1) shall elect, from among its membership, a Vice-Chairperson of the Senate to preside in the absence of the Chairperson and to record the minutes of Senate and Steering Committee meetings. Minutes of meetings shall be submitted to the appropriate body for approval by a vote of the majority of those in attendance. The Vice-Chairperson's term of office shall be one~~

~~year, starting July 1 begin the first business day after the election following election.~~

~~Upon their agreement to serve, each newly elected Senator will receive a package which will consist of the following documents: (1) a cover letter in which the specific duties, responsibilities and expectations of Senators are delineated; plus copies of (2) the SDM Senate Constitution and Bylaws; and (3) the Guidelines of the University of Connecticut School of Dental Medicine; and (4) Robert's Rules of order.~~

~~Article 3—The Election and Duties of the Steering Committee~~

~~Article Six—Steering Committee~~

~~6.1 The Steering Committee shall consist of six elected voting members. In addition, the Dean of the SDM and the Chair of the Senate shall be non-voting members of the Steering Committee, except that in the event of a tie vote on any business of the Steering Committee, the Chair may cast a tie-breaking vote. The immediate past Chair of the Senate may also serve as a non-voting *ex officio* member of the Steering Committee upon request by the current Steering Committee.~~

~~6.2 Five of the voting members of the Steering Committee shall shall be elected by and from among the Faculty Senators. The sixth member shall be elected by and from the Dean's Advisory Committee.~~

~~——6.2.1 The Chair of the Senate shall conduct the election for the five members of the Steering Committee from among the Faculty Senators.~~

~~——6.2.2 The Dean of the SDM shall conduct the election for the one member of the Steering Committee from the Dean's Advisory Committee.~~

~~6.2.3 Annually, at the first meeting of the newly elected Steering Committee, the Chair shall solicit nominations from among the five Faculty Senators on the Steering Committee for the position of Vice-Chair.~~

~~6.2.3.1 In the event that more than one of the Faculty Senators on the Steering Committee is nominated, the Chair shall then conduct an election by ballot of all voting members of the Steering Committee. The nominee receiving the highest number of votes shall become Vice-Chair.~~

~~6.2.3.2 In the event that only one Faculty Senator on the Steering Committee is nominated and accepts the nomination, that nominee will become the Vice-Chair.~~

~~6.2 The Steering Committee shall consist of six elected members, all of whom are voting members. Five of the six elected members shall be elected by and from among the Senators. The sixth shall be one Clinical Department Head from the SDM, elected by the three Department Heads. The Dean of the SDM and the Chairperson of the Senate shall be non-voting members of the Steering Committee.~~

~~6. The Chairperson of the Senate shall conduct the election of the Faculty members of the Steering Committee, following the May election of Senators. In the event of a tie vote for the final position, the names of those tied shall appear on a second ballot. Of the five elected faculty members of the Steering Committee, two members must be from the Basic Science constituency and three from the Clinical Science constituency. The Steering Committee members shall serve terms of one year, and no member shall serve more than three consecutive terms.~~

~~6.3 The Steering Committee shall meet monthly or more frequently if necessary. The Steering Committee shall be responsible for the Senate agenda, matters relating to membership of the Senate as indicated in Article Four and for the prior review of matters brought to the Senate for action. A quorum of the Steering Committee shall consist of no fewer than three voting members present. Business of the Steering Committee shall be by majority vote of those present or by using an electronic voting mechanism that may include email voting with no fewer than three votes recorded.~~

Again, the SoM representation on Senate needs to be revisited.

⁴ ~~An unexcused absence occurs when a Senator fails to notify the Chairperson, Vice-Chairperson or Administrative Assistant when an absence is anticipated or could not be avoided.~~

~~6.4 The Steering Committee, at any time, may appoint create ad hoc committees and appoint members to such committees to deal with address issues of importance to the faculty and/or students of the SDM. The Steering Committee shall submit the names of the Chairpersons and the members of any *ad hoc* Senate committees for approval by a majority vote of those in attendance at the next regularly scheduled meeting of the Senate. The Steering Committee may appoint faculty or students with appropriate expertise to any *ad hoc* Senate committee.~~

~~The Steering Committee shall meet monthly, at a minimum, and set the agenda for Senate meetings.~~

~~6.5 The Steering Committee, when appropriate, may refer new business directly to a Senate Council or committee for review. The Steering Committee shall provide oversight for Senate Councils and committees through regularly scheduled or *ad hoc* meetings with the Council or committee Chairpersons.~~

~~6.6 The Steering Committee shall recommend and forward to the Senate for confirmation the names of SDM faculty members who will serve as Senate representatives on UHC and University Institutional committees as required.~~

~~To provide continuity when the Senate Chairperson is replaced, the previous Senate Chairperson shall serve on the Steering Committee, without a vote, for one year.~~

Article Seven — Standing Councils and *ad hoc* Committees of the Senate

~~7.1 Standing Councils and *ad hoc* committees of the Senate shall possess suitable representation and expertise to deal with matters within Senate purview.~~

~~7.2 The three standing Councils of the Senate shall be the Council on Education, the Council on Research, and the Council on the Academic Environment.~~

~~7.2.1 The standing councils of the Senate may include voting participation from the Faculty, students, and/or members of the Dean's Advisory Council.~~

~~7.2.2 There shall be student representation on the Council on Education.~~

~~7.2.3 Student representatives shall be selected from the appropriate constituencies of predoctoral, resident, graduate, and combined degree students by the Dean or their designee.~~

Article Four — General Rules

~~Any member of the faculty or student bodies who wishes to submit an item of new business for the Senate's consideration shall submit it either to a Senator or to the Steering Committee for presentation at the next meeting of the Senate. New business shall be presented to the Senate for discussion, then shall be referred to the appropriate Council of Senate for review if necessary, and finally shall be presented at the next meeting of the Senate for a vote. Alternatively, with the approval of two-thirds of the Senators present, new business may be voted on at the time of its presentation to the Senate.~~

~~Attendance by fifty percent of the duly elected Senators shall constitute a quorum for conducting Senate business.~~

~~A simple majority vote of the quorum of the Senators present and voting at a meeting at which a quorum is present shall suffice for Senate business, except when stated otherwise in these Bylaws or when dictated, for procedural reasons, by Robert's Rules. In the absence of a quorum, votes on pressing business shall be conducted by a mail ballot.~~

~~Regular meetings of the Senate shall be convened monthly, with the exception of May, when no regular meeting is scheduled. Special meetings of the Senate may be called by the Steering Committee, by the Chairperson with the support of a majority vote of the Steering Committee, or by the President of the University, the Executive Vice-President for Health Affairs, the Dean of the SDM, or by a request to the Dean from one-third of the SDM faculty or one-third of either student constituency.~~

~~Senate meetings shall be open to faculty, predoctoral students, dental residents and graduate students, and to members of the Board of Directors and the Board of Trustees, as observers. The privilege of addressing the Senate may be extended to observers by a majority vote of the Senators present.~~

~~Any proposals approved by the Senate, which require administrative or departmental implementation, shall be sent to the Dean of the School of Dental Medicine and to other appropriate administrators or Department Heads for their action. The Dean, other administrator or Department Head shall inform the Senate of progress toward the implementation of its proposals at the next meeting of the Senate, or within a time frame designated by the Senate.~~

Article Eight – General Rules and Parliamentary Authority

8.1 The Senate, by a two-thirds affirmative vote, may alter or amend its rules.

8.2 Regular meetings of the Senate shall be convened monthly as needed.

~~Special meetings of the Senate may be called by the Steering Committee, by the Chair with the support of a majority vote of the Steering Committee, or by the President of the University, the Executive Vice-President for Health Affairs, or by the Dean of the SDM. In addition, a special meeting of the Senate shall be convened by a request to the Dean from one-third of the SDM Faculty or one-third of the pre-doctoral student body or by one-third of all current residents and fellows.~~

~~Senate meetings are open to the public and subject to FOI Open Meeting Requirements under C.G.S. § 1-225. These individuals may not participate in the business of the Senate unless authorized by a simple majority vote of the members present.~~

~~The Senate may vote to enter closed executive session as appropriate and allowed under statute C.G.S. § 1-200. This will require a 2/3 vote of the committee members present and voting, taken in public, and stating the reasons for executive session. Only voting members of the Senate and individuals invited by general consent or a majority vote of the Senate shall be present during an executive session.~~

~~Attendance by fifty percent of the Senators shall constitute a quorum for conducting Senate business.~~

~~Any Senate meeting may be conducted in person, by telephone, by web/video conference and attendance at in-person Senate meetings may be by telephone or web/video conference.~~

~~Votes on Senate business may be conducted at Senate meetings with a quorum present or, at the discretion of the Chair, by electronic vote system or email vote, with a minimum of 50% of Senators submitting a vote.~~

~~Unless otherwise indicated in this Constitution and Bylaws, all votes on main motions before the Senate shall be by simple majority or by unanimous consent, unless otherwise indicated herein. Upon request by a minimum of two fifths of those members present, a roll call vote shall be conducted by the Chair.~~

~~The Senate may consider new business brought up by any Senator, any member of the SDM Faculty or any member of the SDM student bodies.~~

~~Any Senator who wishes to submit an item of new business shall submit the item to the Steering Committee for inclusion on the agenda of a subsequent Senate meeting.~~

~~Any SDM faculty member or student who wishes to submit an item of new business shall submit the item to any Senator or to the Steering Committee. Any Senator who receives a submission of new business from a faculty member or student shall refer the item to the Steering Committee for inclusion on the agenda of a subsequent meeting of the Senate.~~

~~All new business shall be presented to the Senate for discussion and then shall be referred to the appropriate Council or committee of the Senate, or to the Steering Committee for further review or consideration. Following referral to a Council, Committee or Steering Committee, any item requiring further Senate action, upon recommendation by that Council, committee or at the discretion of the Steering Committee, shall be included on~~

~~the agenda of a subsequent meeting of the Senate.~~

~~Any proposals approved by the Senate, which require administrative or departmental implementation, shall be sent to the Dean of the School of Dental Medicine and to other appropriate administrators or Department Heads for their action. The Dean, other administrators or Department Heads shall inform the Senate of progress toward the implementation of its proposals at the next meeting of the Senate, or within a timeframe designated by the Senate.~~

~~In the event of a conflict between the administration and the Senate and the, or Department Heads and the Senate, e.g., in the administrative or departmental implementation of a Senate-approved proposal, an *ad hoc* committee consisting of three Senators, appointed by the Steering Committee, and the Department Heads shall meet with the Dean or the Dean's designee for the purpose of trying to three representatives of the administration, appointed by the Dean, shall endeavor to reach a mutually agreeable resolution of differences. Such resolution of differences will be reported in a timely fashion by the Senate members of the *ad hoc* committee to the full Senate. If no satisfactory resolution can be reached, the Dean or the Dean's the following grievance procedure shall be followed: If a two-thirds majority or more of the Senate supports the grievance, it shall be presented to the Board of Directors of the Health Center, or its designee shall make a decision that resolves the matter or matters in dispute., who may choose either to hear the grievance, decline to hear the grievance, mediate the grievance or to refer it (e.g., to their Academic Affairs subcommittee or other appropriate body).~~

~~In the event of a conflict between the Dean and the Senate, an *ad hoc* committee consisting of three Senators, appointed by the Steering Committee, and three representatives of the administration, appointed by the Dean, shall endeavor to reach a mutually agreeable resolution of differences. Such resolution of differences will be reported in a timely fashion by the *ad hoc* committee to the Senate. If no satisfactory resolution can be reached, the Senate may vote to refer the matter for further consideration by the Academic Affairs Subcommittee of the Board of Directors of UConn Health.~~

~~Upon a vote of two-thirds majority of the Senate in support of the referral., the matter or matters in dispute shall be presented to the Academic Affairs Subcommittee of the Board of Directors of UConn Health, or its designee.~~

~~The Academic Affairs Subcommittee may choose to hear the referral, decline to hear the referral, mediate the matter or matters or to refer it to any other appropriate body for intervention (e.g., to the Office of the Provost of the University).~~

~~Should the Academic Affairs Subcommittee decline to hear the referral, the Dean or the Dean's designee shall make a decision that resolves the matter or matters in dispute. Such decision shall be final.~~

~~Any decision on the matter or matters in dispute made by the Academic Affairs Subcommittee other than declining to hear the referral or any intervention made by any other appropriate body based on a referral from the Academic Affairs Subcommittee shall be final.~~

~~There shall be a Senate website. The minutes of the Senate, Steering Committee and standing committee meetings shall be posted on the Senate website and available to all members of the constituencies represented. Once approved, the minutes of all Senate meetings, except those pertaining to an executive session, shall be posted publically in a manner consistent with the State of Connecticut Freedom of Information Act.~~

~~The Senate can be dissolved only with the approval of two-thirds of its total membership. If dissolved, an election shall be held conducted by the Dean within 30 days to form a new Senate for the remainder of that year.~~

~~The composition of the Senate shall be consistent with Article Three of these bylaws.~~

~~The nominations and election processes should be conducted to the extent possible, as determined by the Dean or the Dean's designee, in a manner that is consistent with Article Four of these Bylaws.~~

~~Following the election, Oneone, two or and three year terms of office, as defined in Article 4.1, shall be assigned assigned by lot, by the Deanthe Dean's, by lot.~~

~~In the absence of any controlling rules or procedures, including those for voting on privileged or subsidiary motions, the most current available version of Robert's Rules of Order, Newly Revised, will be the Senate's parliamentary authority.~~

Article Five—Amendments

~~Amendments to the structure or operation of the Senate, as defined in this documentthe SDM Senate Constitution or these Bylaws, may be proposed if supported by the votes of two-thirds of the Senators present and voting at a meeting of the Senate at which a quorum is present, or one-third of the SDM faculty as defined in Article 1.1 of these Bylaws.~~

~~A meeting of the faculty shall be convened by the Dean to consider such amendments. The Dean shall preside, and the only business of the meeting shall be the discussion of the proposed amendment(s). If revisions to the proposed amendments and/or revisions of to other sections of the Constitution and or these Bylaws are suggested, any such changes revisions must be approved as described in Article 5.1 of these Bylaws, and discussed by the faculty at a meeting convened by the Dean.~~

~~The proposed amendment(s) shall be voted on within seven calendar days following the faculty meeting. Adoption of amendments (subject to Board approval as specified in Section 5.4 below) shall require the affirmative votes of two-thirds of the Senatorse and the affirmative votes of a majority of the SDM faculty as defined in Article 1.1 of the Bylaws.~~

~~This document and subsequent Any amendments to the Senate Constitution or these Bylaws shall require approval by the Board of Directors and/or the~~

~~Board of Trustees as specified in the Bylaws of the University of Connecticut before they become effective.~~

~~Approved by BOD: — June 11, 2007~~

COUNCIL ON THE ACADEMIC ENVIRONMENT

A Standing Council of the School of Dental Medicine Senate

Name of Council: ~~— Council on the Academic Environment~~

Composition: ~~The Council on the Academic Environment shall consist of six faculty members, no less than four of whom are shall be from School of Dental Medicine (SDM) Clinical Departments and two no less than one who shall be from the School of Medicine, from Basic Science Departments. Eligibility for Council membership is restricted to voting faculty. SDM Faculty serving on the Council on the Academic Environment may who do not hold simultaneous administrative appointments. The Council on the Academic Environment shall also include one representative from among the SDMs,ss~~

Selection: ~~— Faculty Cnominated by the Steering Committee in consultation with the SDM and SOM The representative from among the SDM graduate students, residents and/or fellows shall be nominated by the Steering Committee in consultation with the Dean or their designee.~~

~~— Council nominations shall be presented to the Senate for approval at the first meeting of the Senate after July 1, annually. The Senate may vote to accept the nominations of the Steering Committee, upon which the nominees will be appointed to the Council. In the event that the Senate votes to reject the nominations of the Steering Committee or the Steering Committee fails to present nominations at the first meeting of the Senate in any year, nominations will be taken from the floor of the Senate at the next meeting of the Senate and an election will be held at that meeting, following the nominations from the floor. Cthe The selection of the Council shall be by the two-ballot method.²~~

~~Each Faculty Council member shall serve for a term of three years or until a qualified successor is duly selected and qualified appointed, with approximately two members elected appointed each year. Initially, two members will serve for one year, two for two years and two for three years. The initial terms of office will be determined by lottery. No faculty member may serve more than two consecutive terms.~~

~~The representative from among the SDM graduate students, residents and/or fellows shall serve a term of one year, but such term may be extended, by vote of the Steering Committee, for a second year so long as they remain a current graduate student, resident or fellow.~~

~~Election of Council members shall take place in June, and the election shall be~~

~~conducted by the Senate Chairperson. The newly-elected committee Council members will assume their duties on July 1. Vacancies shall be filled for the period of the unexpired term by a special election, following the same process as described above.~~

~~The Council chairperson shall be selected by and from among the committee Council members. also by and from among the Council members for a one year term~~

~~Reports to:—The Council reports to the SDM Senate. The Council chairperson will meet with the Steering Committee at least quarterly to report on the Council's activities. Minutes of the Council meetings, and recommendations approved by the Senate, shall be posted on the Senate website which will be accessible to all faculty, and to enrolled students/residents.~~

~~Duties:—The duties of this Council are to discuss matters of significant interest to the faculty and to relay its findings and views to the Senate. Such matters are specifically defined neither in the University Laws and By-Laws nor in the Guidelines of the SDM.~~

~~Approved by BOD: June 11, 2007~~

COUNCIL ON EDUCATION

A Joint Standing Council of the School of Dental Medicine Senate and Administration

Name of Council: ~~Council on Education~~

Composition: ~~The Council shall consist of 8 faculty members, one predoctoral student, one postdoctoral student, one School of Dental Medicine (SDM) department head, and the Associate Dean for Education and Patient Care (or administrative leader(s) with equivalent responsibility for in academic affairs and clinical affairs within the SDM), and the Dean for Academic Affairs of the School of Medicine. Each of the three SDM clinical departments will be represented by two faculty members, and the seven basic science departments will be represented by a total of two faculty members. All Council members shall have voting privileges. The Council shall elect a chairperson from among its SDM faculty members, including those holding administrative positions.~~

Selection: ~~Faculty Council members shall be elected by the faculty of their respective departments. The elections will be held in June, and the elected faculty member will assume his/her duties on July 1. One representative from each SDM department will be elected each year, and will serve a term of two years. No faculty member may serve more than three consecutive terms. The SDM department head representative shall be selected by the three department heads, and must not be a member of any other SDM Senate Council. The student members will be selected by the Associate Dean for Education and Patient Care (or administrative leader with equivalent responsibility in academic affairs). The Council members must have appropriate expertise and interest in education, and must communicate the activities, recommendations and decisions of the Council to their departmental colleagues.~~

Reports to: ~~This Council reports to the SDM Senate. Council activities and recommendations will be communicated regularly to the SDM administration. The Council chairperson will meet with the Senate Steering Committee at least quarterly to report on the Council's activities. Minutes of the Council meetings, recommendations and decisions of the Council will be posted on the Senate website which will be accessible to all faculty, and to enrolled students/residents.~~

Duties: ~~This Council will meet at least monthly to oversee the development, modification, evaluation and measurement of educational programs at all levels: predoctoral, postdoctoral, continuing, and other related programs in the SDM. The Council is, thus, authorized to recommend policies and procedures for educational programs, admission, evaluation and promotion of students. The Council also may recommend the development or elimination of courses as the requirements of students, the SDM, and the profession change with time. To aid in its charge, the Council may appoint subcommittees (e.g. Predoctoral Education, Postdoctoral Education, Continuing Education, and Educational Review) composed of faculty members and~~

~~administrators with appropriate expertise and students from appropriate constituencies. The Chairperson of the Council on Education will serve as liaison to the Offices of Faculty Development and Continuing and Community Education in the School of Medicine.~~

~~Implementation of policies and procedures established by the Senate will be the responsibility of the Dean, who may elect to charge administrative committees or staff with specific tasks. These administrative committees may, at the discretion of the Dean, include members of the Senate or its Councils or committees. Senate representation serves as a conduit between related Councils and committees, and ensures that implementation strategies employed by administration are consistent with the policies and direction set by the Senate.~~

~~Approved by BOT: June 11, 2007~~

COUNCIL ON RESEARCH

A Joint Standing Council of the School of Dental Medicine Senate and Administration

Name of Council: — ~~Council on Research~~

Composition: ~~This Council shall consist of one member from each of the three departments of the School of Dental Medicine (SDM), one member from each of the type 2 centers of the SDM, one SDM department head, two members representing the basic science departments, and the Associate Dean for Research of the SDM and the Associate Dean for Research and Planning of the School of Medicine. All Council members shall have voting privileges. The Council shall elect a chairperson from among its SDM faculty members.~~

Selection: — ~~SDM faculty Council members shall be elected by the faculty of their respective departments and centers. The basic science faculty members will be elected from among all of the basic science faculty. The elections will be held in June, and the elected faculty member will assume his/her duties on July 1. Faculty members will serve a term of three years; no faculty member may serve more than two consecutive terms. The SDM department head representative shall be selected by the three department heads, and must not be a member of any other SDM Senate Council. The Council members must have appropriate expertise and interest in research, and must communicate the activities, recommendations and decisions of the Council to their departmental colleagues.~~

Reports to: — ~~This Council reports to the SDM Senate and the SDM administration. The Council chairperson will meet with the Steering Committee at least quarterly and with the SDM Executive Committee on an as needed basis to report on the Council's activities. Minutes of the Council meetings, recommendations and decisions of the Council will be posted on the Senate website which will be accessible to all faculty, and to enrolled students/residents.~~

Duties: — ~~This Council will meet at least monthly to initiate, develop, recommend and evaluate policies concerning all aspects of research. Additionally, the Council will promote SDM research initiatives, SDM interests in strategic and signature program initiatives, technology transfer, and faculty mentoring and collaborative relationships. To aid in its charge, the Council may appoint subcommittees composed of faculty members and administrators with appropriate expertise and students from appropriate constituencies.~~

Approved by BOD: June 11, 2007

SCHOOL OF DENTAL MEDICINE SENATE

Senate Membership

- 15 elected Senators from the full and part-time SDM ~~clinical~~ faculty
 - 7 elected Senators from the full-time Basic Science faculty
 - 1 elected Senator from the predoctoral dental student body
 - 1 elected Senator from the postdoctoral dental student body
- Total: 24 members**

Standing Councils

COUNCIL ON EDUCATION Total: 13 members	COUNCIL ON ACADEMIC ENVIRONMENT Total: 6 members	COUNCIL ON RESEARCH Total: 9 members
<ul style="list-style-type: none">• 8 faculty members• 1 predoctoral student• 1 postdoctoral student• 1 SDM Department Head• Associate Dean for Education and Patient Care• Associate Dean of Academic Affairs of the School of Medicine	<ul style="list-style-type: none">• 4 faculty from SDM Clinical Departments• 2 faculty from SoM Basic Science Departments	<ul style="list-style-type: none">• 1 member from each of the three SDM Departments• 1 member from each of the Type 2 centers of the SDM• 1 SDM Department head• 2 faculty from the Basic Science Departments• SDM Associate Dean of Research• School of Medicine Associate Dean for Research and Planning

Note:

Revised July, 2011 to reflect current position title and organizational structure

APPENDIX AB - ORGANIZATION OF BASIC SCIENCE TEACHING

~~ORGANIZATION OF BASIC SCIENCE TEACHING~~

[June 23, 2011 Note: Appendix B-A (formerly Appendix B) was not updated in the SDM Bylaws update and revision of Summer 2011. Revision was not pursued in the 2011 SDM Bylaws update project as this Appendix refers to both the School of Dental Medicine and School of Medicine; therefore, revision could not be undertaken independently by the School of Dental Medicine.]

Basic Premises:

The Schools of Medicine and ~~the~~ Dental Medicine recognize the importance of reaching an agreement on the teaching of the Basic Sciences as an initial step in the simultaneous development of the two new schools.

After giving due consideration to existing practices in other institutions, to the desire to obtain the highest quality of Faculty, and to the philosophies and objectives of the individual schools, it is agreed that the Basic Science Departments, Anatomy, Biochemistry, Physiology, Microbiology, Pharmacology, Pathology and *Research in Health Education*^a will be administered as described in the following statements.

Organization of Basic Science Departments:

1. There will be several departments in the Basic Science area, their number and character to be determined according to the progress of planning. Anatomy, Biochemistry, Physiology, Pharmacology, Microbiology, Pathology, and *Research in Health Education*^{a2} will be represented together with what others seem appropriate in the fullness of time.
2. For administrative purposes these departments will be in the organization of the School of Medicine, and the chairman of each department will report to the Dean of the Medical School. Names of Faculty members in all Basic Science departments will be listed in the bulletins of both Schools, as members of the Faculty of each School.
3. Faculty personnel in each department will consist of a chairman, several senior members (professors and associate professors), and several junior members (assistant professors and instructors).
4. Selection and promotion of Faculty:

² Approved by the Board of Trustees January 4, 1990: The closure of the Department of Research in Health Education.

- a. Chairman: The Dean of Medicine will appoint a Search Committee to advise him in the selection of a department chairman. The Dean of Dental Medicine shall name one member of this Search Committee. When the report of the Search Committee is submitted the Dean of Medicine must consult with the Dean of Dental Medicine before recommending the appointment to the President. Should the recommendation of the Dean of Medicine be seriously at variance with the opinion of the Dean of Dental Medicine, the latter has the right to present his view also to the President.
 - b. Senior Faculty: The Dean of Medicine will appoint an *ad-hoc* committee, one member of which will be named by the Dean of Dental Medicine, to examine qualifications of candidates for appointment or promotion at the senior level, and to make recommendations to the Dean. Before acting on these recommendations, the Dean of Medicine must consult with the Dean of Dental Medicine. Should the action following such consultation be seriously at variance with the opinion of the Dean of Dental Medicine, the latter has the right to appeal such action to the President.
 - c. Junior Faculty: These will be appointed by the Dean of Medicine on the recommendation of the department chairman. When he deems it appropriate the Dean of Medicine may consult with the Dean of Dental Medicine before acting on any appointment or promotion within the junior level.
5. The Chairman of each Basic Science department will present the recommended budget to the Dean of Medicine. The latter will consult with the Dean of Dental Medicine to determine the amount of each departmental budget. Under ordinary circumstances, each departmental budget will be allocated to the budgets of the two Schools, in proportion to the respective number of ~~predoctoral undergraduate~~ students, but there special circumstances make it advisable there may be an unequal allocation.

Basic Science Program Organization

1. A Committee on Medical Education of the School of Medicine will have as its responsibility the overall educational program of the Medical School. Its membership will include the Associate Dean for ~~Predoectoral Undergraduate~~ Dental Education. The Basic Science Program will be determined in its broad aspects by this committee, subject to approval by the School of Medicine Faculty. Where the program is deemed unsuitable by the Associate Dean for Dental Education who shall have the right of appealing the decision of the CME to the President.
2. Should the Medical Basic Science Program, as it develops in ways appropriate to medicine, come to contain segments inappropriate for dental education, it is understood

that the School of Dental Medicine may choose to organize, staff and support programs more suitable to its needs.

Approved by the Health Center Planning Committee: 9/30/65 Updated-12/4/73

Approved by the Board of Trustees: October 11, 1974

~~a) Approved by the Board of Trustees January 4, 1990: The closure of the Department of Research in Health Education.~~

APPENDIX BC - DEPARTMENT OF DENTISTRY

The Department of Dentistry shall be an organizational entity within the School of Dental Medicine. The purposes shall be to facilitate access by School of Dental Medicine Faculty to the University's John Dempsey Hospital as part of their educational and patient care responsibilities and to enhance compliance with various standards, rules and regulations, which govern the operation of hospitals.

The Department of Dentistry is not intended to have the same scope of academic and administrative responsibility as the principal ~~academic departments~~organizational units of the School.

1. Membership

Faculty holding primary academic appointments in any of the other ~~departments~~organizational units of the School of Dental Medicine may also be appointed to the Department of Dentistry for the above stated purpose. Appointment will require successful completion of the John Dempsey Hospital's credentialing process and the approval of the head of the ~~department~~organizational unit in which the Faculty holds their primary appointment and the Dean of the School of Dental Medicine. It is expected that all Faculty who have the need to admit patients, provide consultation for inpatients and/or utilize the hospital's same-day surgery facility would apply for appointment.

2. Organization

The Dean of the School of Dental Medicine or his/her designee will serve as Head of the Department of Dentistry and Chief of Dentistry, John Dempsey Hospital. The Chief, with the concurrence of the Dean, will be responsible for the appointment of department members to appropriate hospital committees. In addition, the Chief will be responsible for convening meetings of the Department, carrying out the Department's responsibilities under Quality Assurance and such other duties and responsibilities as provided for in the Bylaws of the Medical Staff of the University Hospital.

Approved: Board of Trustees

September, 1988

~~APPENDIX CD - THE ESTABLISHMENT AND GOVERNANCE OF CENTERS~~
~~SCHOOL OF DENTAL MEDICINE~~
~~OR~~
APPENDIX G -SCHOOL OF MEDICINE
~~OR~~
~~APPENDIX D -SCHOOL OF DENTAL MEDICINE~~
~~THE ESTABLISHMENT AND GOVERNANCE OF CENTERS~~

[June 23, 2011 Note: Appendix ~~DC (formerly Appendix D)~~-was not updated in the SDM Bylaws update and revision of summer 2011. Revision was not pursued in the 2011 SDM Bylaws update project as this Appendix refers to both the School of Dental Medicine and School of Medicine; therefore, revision could not be undertaken independently by the School of Dental Medicine.]

I. Definitions

USE OF THE WORDS "CENTER" AND "INSTITUTE": There are external reasons, which require the free use of these words. Thus, while a "Center" grant may be administered entirely within one department, it would cause unnecessary confusion and even institutional harm if such usage were not allowed. Therefore, no limitations shall be placed on the free use of the words, "Center" or "Institute", whenever the use of such a term is advantageous to the University.

For internal use, centers and institutes shall be categorized by type number for purposes of describing their administrative structure. Two types are identified and defined as follows:

Type I Center:—A Type I Center is a center of activity administered within the usual and customary structure of a department. The center itself by agreement among the heads of the relevant departments and the Center Director may consist of ~~faeuity~~Faculty members of more than one department or school. However, the heads of the departments, which contribute ~~faeuity~~Faculty, must agree in advance that the center will exist within the administrative structure of one of the departments. The head of that department shall accept administrative responsibility for the center. The heads will need to agree to matters such as resource allocation and conditions for continuing or discontinuing the center. No special approval of the dean(s) is required apart from the usual and customary reporting responsibility of the department head. Article XIII of the Bylaws of the Board of Trustees does not apply to Type I Centers.

Type II Center: A Type II Center may be created by the dean(s) when a university activity (research, service or outreach) cannot flourish within existing academic structures. The director of such a center reports directly to the dean of either school and the administrative structure exists outside of departments. If a Type II Center has ~~faeuity~~Faculty from both the Dental and the Medical Schools, the two deans shall agree in advance as to which dean shall be the responsible dean. ~~Faeuity~~Faculty members may participate in Type II Centers with the agreement of their department heads, who remain responsible for assignment of their duties and for promotion and tenure. Creation of Type II Centers shall require a written plan or description of their purposes and resources, approval by a majority of the relevant Dean's Advisory Committee(s), and approval by the relevant dean(s). Type II Centers shall be

periodically reviewed by the dean and the results of such review shall be transmitted to the DAC(s). -Type II Centers may be dissolved at the discretion of the responsible dean.

II. Mechanism for Establishment of a UCHC Center

TYPE I CENTER

A formal written agreement is required. The form of the inter-departmental agreement outlining the structure and governance of a Type I center shall be decided on an *ad-hoc* basis by the relevant department heads and the Center Director. The agreement shall be shared with the Dean and DAC for informational purposes.

A formal written proposal is required.

Content

1. Rationale, including a statement of the purpose of the center and the reason that the proposed activity cannot flourish within existing academic structures.
2. Relation to existing departmental and center programs.
3. Reporting relationships, including budgetary responsibilities.
4. Governance.
5. Requested institutional resources.
6. Extramural and intramural start-up and continuing funding.
7. Participation of departmental Faculty, including time commitments, salary sources and distribution of grant and clinical income.
8. Academic development and academic responsibilities (including teaching) of involved Faculty.
9. Time line of anticipated accomplishments.
10. Time line and mechanism of periodic review.
11. Guidelines to be followed if the center is dissolved, including the nature of any departmental responsibility for the affected Faculty.

III. Review

Type II proposals are to be presented to the dean(s), who will then initiate a formal review. Relevant school committees and department heads shall participate in the review. Their findings shall be forwarded to the dean. If the dean judges the proposal to have merit, the dean shall transmit these findings along with the proposal to the DAC(s).

Approved: BOT 9/1/94

APPENDIX ~~DE~~ - School of Dental Medicine Guidelines for Types of Faculty~~Faculty~~
Appointments

~~School of Dental Medicine Guidelines for Types of Faculty~~Faculty ~~Appointments~~

I. Purpose

The Guidelines of The University of Connecticut School of Dental Medicine (SDM) recognizes three broad types of Faculty appointments: a) Tenorial or Tenure Track, b) In-Residence and c) Clinical Category. Tenorial Faculty must be “full time” while In-Residence and Clinical Category Faculty may be “full time” or “part time”. (Section 1 Faculty, School of Dental Medicine Bylaws). Within these three broad classifications or types of Faculty appointments it is possible to identify multiple categories of Faculty whose efforts directed to teaching, research, professional development activities³ and service to the institution and patient care can vary significantly. The purpose of this appendix ~~which sets forth~~describing these tracks is to 1) recognize the diversity of Faculty contributions, 2) serve as a basis for allocating Faculty resources consistent with program priorities, 3) provide a framework for better relating the criteria for promotion and tenure to school and departmental expectations of Faculty and 4) facilitate the setting of expectations and the evaluation of performance of departments unit programs and the SDM itself. This Appendix describes how existing University of Connecticut, University of Connecticut Health ~~Center~~(UConn Health~~HC)~~ and SDM policies regarding types of appointments and tenure relate to each of the proposed Faculty tracks.

II. Faculty Appointments and Tracks

A. Tenorial or Tenure Track Faculty

Faculty in this appointment type will be specifically appointed in the following tracks or sub categories: Dentist-Scientist; Clinician Scholar; Research Scientist or Leadership.

³ Academically related professional development activities for Dentist-Scientists and Research Scientists include but are not limited to professional consulting authorized by the Dean and within the limits imposed by UConn Health policy; acquiring additional clinical, research or educational knowledge or skills; patient care, developing educational materials or programs and presentations for professional meetings, participation and leadership roles in internal and external committees and organizations or societies; acquiring additional clinical, research or educational knowledge or skills; giving invited talks; and organizing educational opportunities outside of UConn Health.

Academically related professional development activities for Clinician-Scholars include but are not limited to conducting research and other activities such as professional consulting authorized by the Dean and within the limits imposed by Uconn Health policy; acquiring additional clinical, research or, educational knowledge or skills, patient care, preparing manuscripts and grant applications developing educational materials or programs and presentations for professional meetings.

Such Faculty will hold the rank of Assistant Professor, Associate Professor or Professor in accordance with criteria recommended by the Dental Dean's Advisory Committee (DAC) and approved by the Dean. With the exception of special appointments clearly limited to a temporary association with the institution, such Faculty will be eligible for appointment with tenure according to regulations regarding academic appointment and tenure as described in The University of Connecticut Laws and Bylaws (Section XIV.C., 2009) and will be subject to the terms and conditions of Article Two of The University of Connecticut School of Dental Medicine Guidelines (1988). Consistent with Article Two of the SDM Guidelines the criteria used in making decisions regarding promotion and/or tenure must be weighted according to the candidate's effort in teaching, research, patient care and other professional activities. The actual activities and apportionment of effort in the area of academically related professional development will be determined for individual Faculty members through discussions with and the concurrence of the leadership of the respective operational/organizational unit in Department Head and Division Chair in the unit which the faculty/Faculty member holds their-his or her primary appointment.

Allocations of eEfforts for Faculty members in the various Faculty tracks may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, levels of effort for Faculty members in the various Faculty tracks will be weighted according to the following standard time and effort profile specified for each Faculty track:

Research Scientist: 80% research, 10% teaching, 5% institutional service, 5%-other academically related professional development activities.⁺¹

Dentist-Scientist: 50% research, 20% teaching, 15% institutional service, 15%-other academically related professional development activities;⁺¹ *Clinician-Scholar:* 50% teaching, 15% institutional service, 35% other academically related professional development activities.⁻²

Clinician-Scholar: 50% teaching, 15% institutional service, 35% other academically related professional development activities.

Leadership: The Dentist-Scientist, Research-Scientist and Clinician-Scholar Tracks with appropriate additions to institutional service for administrative contributions, not to exceed 65% for the Dean, 50% for Associate/Assistant Dean, 35% for Unit Leaders and 15% for others (e.g., Subunit Leaders), as determined by the Dean in consultation with the Unit Leader. (See section 1-D Leadership) Dean, 65% administration; Associate or Assistant Dean, 50% administration; leadership of the respective operational units Department Head or Division Chair (or other leadership positions as specifically determined by the Dean, e.g. center directors, section chairs), 35% administration; other aAppointments, 15% administration.

B. In-Residence Faculty

The guidelines for appointment to In-Residence positions are described in these Bylaws, Section 1, Article 2. Faculty in this appointment type will be specifically appointed in one of the following tracks or subcategories: Dentist Scientist; Research Scientist; Clinician Scholar; Research Development or Leadership. Such Faculty will hold the rank or title of Assistant Professor In-Residence, Associate Professor In-Residence or Professor In-Residence in accordance with criteria recommended by the SDM's Dean's Advisory Committee (DAC) and approved by the Dean. Appointments will be for periods as determined by the Dean as follows: up to ~~one-two~~ years for Assistant Professor In-Residence; up to three years for Associate Professor In-Residence; and up to five years for Professor In-Residence. In all cases, appointments will be renewable contingent upon satisfactory performance and availability of funds. In-Residence Faculty will not be eligible for appointment with Tenure (The University of Connecticut Laws and Bylaws, Section XIV.C., 2009).

Efforts for Faculty in the various Faculty tracks may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, efforts for Faculty in the various Faculty tracks will be weighted according to the following standard time and effort profile specified for each Faculty track:

Research Scientist: 80% research, 10% teaching, 5% institutional service, 5%-other academically related professional development activities[†];

Dentist Scientist: 50% research, 20% teaching, 15% institutional service, 15% other academically related professional development activities[†];

Clinician-Scholar: 50%- teaching, 15%- institutional service, 35%- other academically related professional development activities^{2,3};

Leadership: The Dentist-Scientist, Research-Scientist and Clinician-Scholar Tracks with appropriate additions to institutional service for administrative contributions, not to exceed 65% for the Dean, 50% for Associate/Assistant Dean, 35% for Unit Leaders and 15% for others (e.g., Subunit Leaders), as determined by the Dean in consultation with the Unit Leader.

~~*Leadership: (see section 1 D Leadership) Dean, 65% administration; Associate or Assistant Dean, 50% administration; leadership of the respective operational units Department Head or Division Chair (or other leadership positions as specifically determined by the Dean, e.g. center directors, section chairs), 35% administration; other appointments, 15% administration.*~~

~~[†] academically related professional development activities for Dentist Scientists and Research Scientists include but are not limited to professional consulting authorized by the Dean and within the limits imposed by UConn HealthHC policy; acquiring additional clinical, research or educational knowledge or skills; patient care, developing educational materials or programs and presentations for professional meetings.~~

~~participation and leadership roles in internal and external committees and organizations or societies; acquiring additional clinical, research or educational knowledge or skills; giving invited talks; and organizing educational opportunities outside of UConn Health.~~

~~acquiring additional important to the mission of the school through continuing education courses or similar or skills patient care, preparing manuscripts and grant applications, conducting research developing educational materials or programs and presentations for professional meetings.~~

~~²academically related professional development activities for Clinician Scholars include but are not limited to conducting research and other activities such as professional consulting authorized by the Dean and within the limits imposed by UCHC Uconn Health policy; acquiring additional clinical, research or, educational knowledge or skills, patient care, preparing manuscripts and grant applications developing educational materials or programs and presentations for professional meetings.~~

C. Clinical Category:

The guidelines for appointment to Clinical Category positions are described in the Senior Appointments and Promotion Committee (SAPC) guidelines Section I, Article 3. ~~Faculty~~Faculty in this appointment type will have few if any academic responsibilities in classroom-based teaching, research ~~and~~ or service, ~~and will have t~~The majority of their effort (e.g. 95% effort) will be devoted to patient care, clinical instruction or clinical administration. Such ~~faculty~~Faculty will hold the rank or title of Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor in accordance with criteria recommended by the Dental Dean's Advisory Committee (DAC) and approved by the Dean. Appointments will be for periods as determined by the Dean as follows: up to ~~one two~~ years for Clinical Assistant Professor ~~In-Residence~~; up to three years for Clinical Associate Professor; and up to five years for Clinical Professor. In all cases, appointments will be renewable contingent upon satisfactory performance and availability of funds. Clinical Category Faculty will not be eligible for ~~appointment to~~ tenure.

Efforts for Faculty in the Clinical Category of appointment may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, efforts for Faculty in the various Faculty tracks will be weighted according to the following standard time and effort profile specified for each Faculty track:

Clinician, Clinical Instructor, or Clinical Administration: 95% patient care, instruction or administration; 5% teaching or institutional service.

D. Additional Information

1) Instructors

Eligible individuals may be appointed as Instructors. ~~The Instructor position is a unique faculty~~Faculty ~~position that is structured to be of a short term or interim basis~~nature. The Instructor position may ~~also~~ be utilized as a developmental appointment of limited duration over which a Faculty member may qualify, as determined by the Dean, for appointment as an Assistant Professor in one of the three traditional types of appointments. The Dean may appoint both Clinical Instructors and Research Instructors. Appointments may be made for short periods of several weeks or months ~~and in no case greater than one year, though reappointment is possible, or for a traditional timeframe consistent with other appointments and positions.~~ Appointments may be terminated for any reason as determined by the Dean; appropriate notice of termination must be given as determined by the University of ConnecticutUConn Health Center policy.

Specific school policies and expectations apply to the position of Research Instructor. A specified profile of scholarly activity and achievement is expected within the first

two years of appointment as a Research Instructor; if not achieved, the appointment is subject to termination.

Efforts for Instructors may be individualized and should be clearly described in letters of appointment. In the absence of documentation to the contrary, efforts for Faculty termed Instructors will be weighted according to the following standard time and effort profile specified for each Faculty track:

Clinical Instructor: 95% patient care; 5% other effort

Research Instructor: 95% research; 5% other effort.

2) Leadership Track

The leadership track is reserved for senior Faculty with major administrative responsibilities. Individuals in this track will hold a senior rank (i.e., Associate Professor or Professor) in either a Tenurial or In-Residence type appointment. The criteria used in making decisions regarding promotion must be consistent with those described in the Guidelines and must be weighted according to the effort by the individual in teaching, research, patient care and other professional activities.

In the absence of documentation to the contrary, efforts for Faculty in this track will be weighted according to the standard time and effort profile specified for each Faculty track in Section II.A above with appropriate additions to institutional service for administrative contributions not to exceed 65% for Dean, 50% for Associate/Assistant Dean, 35% for Unit Leaders and 15% for others (e.g., Subunit Leaders), as determined by the Dean in consultation with the Unit Leader. ~~35% for Department Head and 15% for others as determined by the Dean in consultation with their Department Head.~~

3) Emeritus Designation

Individuals will be appointed as emeritus Faculty according to the terms and conditions outlined in The University of Connecticut Laws and Bylaws (Twelfth Edition 1985).

~~4) Transfers Between Tracks Within the SDM's (3) Broad Types of Faculty Faculty Appointments, i.e. Within Tenurial Appointments, In-Residence Appointments and Clinical Category Appointments~~ 5)4)

Transfers between the School of Dental Medicine's three (3) broad types of Faculty appointments may be granted under certain circumstances (i.e., Between Tenurial appointments, In-Residence appointments and Clinical Category appointments).

a. Between Dentist-Scientist and Clinician-Scholar Tracks

Transfer from the Dentist-Scientist track to the Clinician-Scholar track will be considered if the individual does not have sufficient funded research to justify the allocation of 50% effort to research and ~~either~~ has not submitted a grant with a request for personal salary support approved or funded over the past 3 years. In order to transfer, the individual should be recognized as having a high level of contemporary clinical knowledge and skills and demonstrated proficiency as a teacher.

Transfer from the Clinician-Scholar track to the Dentist-Scientist track will be considered on request if the clinician-scholar has received recurrent peer-

reviewed grant funding with personal salary support for a three-year period.

b. Leadership Track Transfers

B. Leadership Track Transfers

Transfer to the leadership track shall be made upon appointment by the Dean of an individual to a position having major administrative responsibilities. Transfer out of the Leadership track will occur upon discontinuation of the administrative appointment by the Dean. Individuals with tenure will be allowed to return to their previous track provided that they meet the stated criteria for appointment to that track. Individuals who no longer meet the criteria for appointment to their prior track or who want to enter an alternative track will be evaluated and assigned to a track for which they are qualified consistent with the current needs of the SDM.

b.c. C. Other Transfers Between Tracks

Faculty appointed in the Clinical Category may switch to the In-Residence Track. A switch of track from In-Residence to the Clinical Category is not allowed. All changes of tracks represent a change in type of appointment and must therefore be approved by the Department Head/relevant unit leader.

Transfer from the research development or full-time clinician tracks to other tracks will be considered, provided that a need for additional Faculty of that type has been recognized by the SDM and the Faculty member meets the criteria for appointment to the track.

APPENDIX EF - School of Dental Medicine Post Tenure Review Plan

~~School of Dental Medicine Post Tenure Review Plan~~

All tenured Faculty members may be subject to Post Tenure Review.

A. What will initiate ~~P~~ost ~~T~~enure ~~R~~eview?

The performance of tenured Faculty will be assessed annually as described in the school's Faculty Evaluation and Compensation Plan. The final overall rating from this assessment (after all appeals are completed) will initiate Post Tenure Review under either of the following conditions:

1. The Faculty member receives 2 "marginally meets expectation" ratings within any 5-consecutive year period after the commencement of tenure. Post Tenure Review will be initiated immediately after receipt of the 2nd "marginally meets expectation": rating.
2. The Faculty member receives 1 "fails to meet expectation" rating any time after commencement of tenure. Post Tenure Review will be initiated immediately after receipt of the "fails to meet expectation" rating.
- ~~3. The faculty member receives at least two "marginally meets expectation" ratings in a five-year review period that commences when tenure is awarded and is reset after each 5 years. This trigger only occurs at the end of each 5-year cycle.~~
- ~~4. The faculty member receives one "fails to meet expectation" rating. This trigger only occurs at the end of each 5-year cycle. EXCEPTION: during the period July 1, 2005—June 30, 2010, two consecutive "fails to meet expectations" ratings will be cause for post-tenure review, and in this time interval such review will begin immediately (i.e. doesn't wait for the end of the 5-year cycle).~~

B. ~~P~~ost-~~T~~enure Review

1. The Senior Appointments and Promotion SubCommittee (SAPC) will assess the performance of the Faculty member over the pertinent years of the performance ratings ~~last 5 years~~ and determine if this is "satisfactory performance" or "unsatisfactory performance" for this time period. Failure of a Faculty member to participate in the post-tenure review process will be grounds for a rating of unsatisfactory performance. SAPC will transmit its assessment to the Dean, the ~~Department Head/Division Chair/Center Director~~ relevant unit leader ~~Chair~~ and to the Faculty member. The rating issued by the SAPC may be appealed using the Faculty grievance process described in the University's Laws and Bylaws (article XIV.T).

2. The criteria for this review will be that the Faculty member must make sufficient meaningful contributions to the School's academic mission while taking into account the assigned distribution of effort. Such criteria include, but are not limited to the following:

Teaching

- Depth of knowledge, currency of information and mastery of the subject matter taught
- Organized, lucid and challenging presentations of subject matter
- Ability to interrelate material by showing applications and correlations as, for example, between basic science principles and their clinical applications
- Development and presentation of electives in field(s) of expertise
- Development of innovative teaching methods or material
- Creation of new, combined or integrated courses or other educational experiences
- Mentoring relationships with other Faculty and/ or graduate students
- Development and supervision of ~~predoctoral~~undergraduate, graduate or postgraduate laboratory-research or clinical rotations
- Development and presentation of continuing education courses
- Development of improved evaluation or grading mechanisms
- Development of innovative and improved residency programs
- Development of innovative mechanisms for the provision of care in an educational context as, for example, student instruction in a Faculty practice context
- Invited talks at other educational institutions or national and international meetings
- Teaching awards

Research

- Originality and importance of work
- Steady, focused, continued productivity
- Invitations to contribute (to) reviews, compilations or textbooks
- Competitively awarded intra- and extramural grant and contract support
- Impact of published work on the research field
- Substantive collaborations
- Participation in basic science or in clinical research centers
- Development of innovative research programs, for example, those transferring laboratory findings to the clinic, or employing clinical subjects or novel databases, or extending into the community at large

Health Care

- Excellence and innovation in patient care

- Development of continuing clinical education courses
- Significant clinical consultancies (consistent with University of Connecticut School of Dental Medicine and [Health Center/UCConn Health](#) Policy)
- Development and implementation of improved health care programs for underserved patient groups
- Skill in comprehensive patient management with medical integration
- Election to the staff of external hospitals or other healthcare delivery groups

Academically Related Professional Development Activities

- Acquisition and application of new clinical, educational, research or health care skills, for example, as a mentee or significant collaborator in research
- Preparation and submission of manuscripts
- Preparation and submission of grant and contract proposals
- Additional time spent in teaching, research or health care
- Participation and leadership roles in substantive University, local, regional, national and international committees
- Editorial or reviewer service for professional books or journals
- Service as an ad hoc reviewer study section or as a fixed-term member of a grant review or contract-review
- Service as an examiner for specialty boards
- Service as a [department section or division head/unit or subsidiary unit leader](#)
- Achievement of diplomat status in area of specialization

3. The SAPC may request and/or obtain any information on performance it deems necessary to carry out the Post Tenure Review, but, at a minimum, the following items will be included:
 - a. Copies of the Faculty member's annual performance ratings as assessed in the Faculty Evaluation and Compensation Plan over the pertinent years prior to and after receipt of the "marginally meets expectations" and "fails to meet expectation" performance ratings. ~~past 5 years.~~
 - b. A letter from the ~~leadership of the respective operational/organizational unit~~ [Department Head/Division Chair/Center Director](#) of the Faculty member's ~~the [Department Head/Division Chair/Center Director] department chair~~ summarizing the individual's activities over these years ~~the past 5 years~~ including any mitigating circumstances and an evaluation of future prospects for academic success.
 - c. A current curriculum vitae and any other materials the Faculty member may choose to submit to assist in assessing past academic performance. Failure to submit such materials in a timely manner will not be cause to delay the final assessment of the Faculty member.
4. Within 3 months of the transmission by the SAPC of an assessment of "unsatisfactory

performance”, a “Faculty development plan” must be prepared by the ~~{Department Head/Division Chair/Center Director}~~relevant unit leader ~~department chair~~ and approved by the Dean. Each operational/organizational unit ~~Department/Division/C~~Center ~~department~~ will define a procedure for developing such a plan that will in the least involve the chair and the Faculty member. If the Faculty member fails to cooperate in the development of the plan, the plan may be developed and approved without the Faculty member’s input.

- a. Within 10 working days of approval of the Faculty development plan by the Dean, the Faculty member may appeal the content of the Faculty development plan to the SAPC.
 - b. The goal of the plan is to return the Faculty member to a state of satisfactory performance by both the criteria of the Faculty Evaluation and Compensation Plan and the Post Tenure Review process.
 - c. The plan may include reassignment of duties and effort.
 - d. The plan will not be implemented until any final appeal on the SAPC’s initial assessment of “unsatisfactory performance” is completed.
 - e. The plan may include metrics. For example, the metrics might be that two NIH grant proposals of reasonable quality are submitted, or that two publications in peer-reviewed journals occur. Unlike criteria for promotion and tenure decisions, such criteria may be specified quantitatively since the overall standard is making sufficient meaningful contributions to the School’s academic mission.
 - f. Interim metrics may be assigned for each year of the Faculty development plan. For example, while the requirement may only be to submit two reasonably sound NIH grant proposals by the end of year one, obtaining an R01 might be the criteria in year three.
5. SAPC will monitor progress and performance towards the goals of the Faculty development plan annually and will transmit its assessment to the ~~Dean,~~ the leadership of the operational/organizational unit ~~{Department Head/Division Chair/Center Director}~~ ~~department head~~ and Faculty member using one of the following categories:
- a. The Faculty member’s performance has reached the level of “sustained satisfactory performance”, in which case the post tenure review and monitoring process will end and the Faculty member will begin a new consecutive ~~year~~ period of ~~5-year cycle of~~ annual reviews. Subsequent ~~P~~post ~~T~~tenure ~~R~~review would be triggered by the criteria described in paragraph A (“What will initiate ~~P~~post ~~T~~tenure ~~R~~review”) above.
 - b. ~~b.~~ The Faculty member’s performance in the preceding year adequately addressed the performance metrics in the Faculty development plan for that year.

- c. The Faculty member's performance in the preceding year did not adequately address the performance metrics in the Faculty development plan for that year. This assessment may be appealed using the Faculty grievance process described in the University's Laws and Bylaws (article XIV.T.)

- 6. A prolonged failure to contribute to the missions of the schools is deemed as adequate cause for loss of tenure and dismissal from the University for failure to perform one's duties. In such cases the Dean may initiate dismissal procedures as described in the University Laws and Bylaws (Article XIV.F).

Revisions in either the SDM Faculty Evaluation and Compensation Plan or the SDM Post Tenure Review Plan shall be approved by the Dean's Advisory Committee (see Section 3, Article 3) and will be duly noted and dated in the Guidelines of the University of Connecticut School of Dental Medicine.

Approved: UHC Board of Directors, ~~March 1, 2005~~XXXXXXXXXXXX

AAPPENDIX F - Department and Division Organizational Structure

There shall beAt present, the School of Dental Medicine has Departments of Craniofacial Sciences, Oral Health and Diagnostic Sciences, Reconstructive Sciences, and Biomedical Engineering. There shall also be Divisions within these Departments exist as follows: within Craniofacial Sciences ~~there shall be~~ --the Division of General Dentistry, the Division of Orthodontics, the Division of Oral and Maxillofacial Surgery and the Division of Pediatric Dentistry; within Oral Health and Diagnostic Sciences ~~shall be~~ --the Division of Endodontology, the Division of Behavioral Science and Community Health, the Division of Oral and Maxillofacial Diagnostic Sciences and the Division of Periodontology; within Reconstructive Sciences ~~-- there shall be~~ the Division of Prosthodontics. This Appendix shall be revised upon any changes to the Department and Division structures made consistent with the School of Dental Medicine Bylaws.

For purposes relating to the John Dempsey Hospital, Faculty from ~~those Departments~~ any organizational unit within the School of Dental Medicine can be assigned to an entity called the Department of Dentistry.



Appendix GH — Departmental Review of Periodic Operational Organizational Units Reviews

Departmental Review

Bylaws of the University of Connecticut School of Dental Medicine Appendix D-G Procedure for Departmental and Center Reviews of Operational Units

I. Objectives of Review: The major objectives are to (1) review the Faculty, space, staff, and other needs of an organizational unit of the School of Dental Medicine ~~Department/Center~~ in the light of changing and/or developing institutional goals; and (2) ~~reappoint or remove~~ evaluate the effectiveness of a unit leadership. ~~Department Head/Center Director.~~

II. Frequency of Review: The frequency of review is at least every seven (7) years, in addition to any other review requested by the Dean.

III. Triggers for Review: Routine (every 7 years) reviews are initiated by the ~~Oversight Committee~~ Dental Senate. When a review is triggered, the Dean informs the ~~Department/Center~~ organizational unit of the planned review and appoints an ad hoc committee to evaluate the operational unit. ~~department.~~

IV. Organizational support for the collection of ~~departmental~~ data, gathering of surveys, assembling of reports and collation of the review package will be provided by the Dean's office or a designee.

IV. - Composition of the Committee: Review ~~C~~ommittees include three University representatives, one of whom must be a senior Faculty member of ~~the UConn Health Center~~ who is not currently a ~~Department Head~~ unit leader in the School of Dental Medicine ~~chair~~, and at least one senior Faculty reviewer from another university. -Committee members may not be from the department or center organizational unit under review.

VI. The Charge of the Review Committee: The committee will provide both a comprehensive evaluation and recommendations in the relevant areas described below. The results of such reviews will be transmitted to the Dean/~~Office of Faculty Affairs,~~ ~~the~~ the leader of the organizational unit being ~~Department Head/Center Director~~ chair or director of the department or center under reviewed, and the ~~Oversight Committee~~ Dental Senate.

1. Quality of the Faculty in the domains of education, research, and ~~(for clinical departments)~~ clinical services (as appropriate to the appointment types of the Faculty in the unit); national stature; professionalism.

2. Research: quality, vitality, and breadth of research efforts; need for facilities, equipment, or growth.
3. Teaching: the intellectual environment; availability of Faculty for teaching; effectiveness of the teaching efforts; need for additional resources.
4. Clinical Service: availability, quality, breadth, and vitality of clinical services; need for improved or expanded personnel or clinical facilities.
5. Mentoring: quality and availability of mentoring of professional development.
6. ~~Department chair/center director~~Unit leader: ability, leadership, and effectiveness, considering departmental/center and institutional goals in the education, research, and clinical domains.
7. Recommendations should include changes in size, facilities, or directions of the organizational department/center/unit. A specific recommendation regarding the continuation of a center is required. A specific recommendation regarding retention or replacement of the ~~Ddepartment Head/chair/Ccenter Ddirector~~ unit leader is also required.

VII. The ~~Department Head/Division Chairs~~ leader of the organizational unit being reviewed should have the opportunity to respond to the review team in an exit interview. The Dean will discuss the review outcome with the ~~Department Head/Division Chairs~~ unit leader and will provide a report to the Dental Senate during a regular meeting.

Chronological Record of Revisions:

1. Revision Approved by the Board of Trustees, July 11, 1975.
2. Revision Approved by the Board of Trustees, December 14, 1976.
3. Revision Approved by the Board of Trustees, March 11, 1983.
4. Revision Approved by the Board of Trustees, March 8, 1985.
5. Revision Approved by the Board of Trustees, November 14, 1986.
6. Revision Approved by the Board of Trustees, July 10, 1987.
7. Revision Approved by the Board of Trustees, March 11, 1988.
8. Revision Approved by the Board of Trustees, January 4, 1990.
9. Revision Approved by the Board of Trustees, June 14, 1991.
10. Revision Approved by the Board of Directors, March 1 2005
11. Revision Approved by the Board of Trustees, June 11, 2007.
12. Revision Approved by the Board of Directors, September 12, 2011.

Guidelines of the School of Dental Medicine Senate

PREAMBLE

The Senate is the voice of the Faculty and a voice for students in student affairs, predoctoral dental education, postdoctoral clinical education, continuing education, research, the academic environment, and similar matters. Through active participation in its Senate, the Faculty and students of the University of Connecticut School of Dental Medicine (SDM) ensure the vigor of the School's programs in education, research and patient care.

Article One - Name

School of Dental Medicine Senate

Article Two - Authority and Purpose

The Faculty¹ of the School of Dental Medicine (SDM) delegates to the SDM Senate (the "Senate") responsibility for establishing Faculty policies on academic matters including student affairs, predoctoral dental education, postdoctoral clinical education, and continuing education and for commenting and providing advice on the academic environment and research. The Senate also reserves the right to review and comment on issues pertaining to the School of Dental Medicine that are of interest.

The policies established by the Senate shall not contradict those established by the Board of Directors or the Board of Trustees, nor shall the actions of the Senate abridge the responsibilities assigned to administrative officers of the University by the Board of Trustees. Such administrative responsibilities include the authority to call meetings of the Faculty, to preside at Faculty meetings, and to serve, or to have their representatives serve, as non-voting members of all standing committees.

Faculty¹

For the purposes of the School of Dental Medicine Senate, the term "Faculty" shall refer to all Professors, Associate Professors Assistant Professors, and Instructors with primary appointments in the School of Dental Medicine in any appointment category who are paid a full or partial salary. Any paid Faculty from any other unit in the University who is a voting member of the Senate and who is not otherwise included herein shall also be included.

Article Three - Composition of the Senate

3.1 There shall be one Senator from each organizational unit.¹ No Division or Center shall have more than two Senators, whether full- or part-time, clinical or research, regardless of what organizational unit they represent.

¹ As of the May 2021 update of the SDM Bylaws and the SDM Senate Guidelines, organizational units have been defined as Divisions or Departments that do not have any Divisions, as well as Type I and Type II Centers within the SDM and one Senator from each Department that does not have any Divisions and one Senator from any Type I or Type II Center within the SDM as defined by Appendix C of the SDM Bylaws.

3.2 In addition, each Department with clinical operations shall have one Senator who is a part-time clinical member of the Faculty.

3.3 There shall be one Senator from the predoctoral student body of the SDM and one Senator from the postdoctoral student body of the SDM.

3.3.1 The predoctoral student body shall include all students currently enrolled in the DMD degree program or the DMD/PhD program.

3.3.2 The postdoctoral student body shall include all dental residents, regardless of enrollment in degree-granting programs, postdoctoral students in clinical certificate programs, advanced degree programs or combined certificate/degree programs, but not postdoctoral research fellows.

3.4 There shall be three Faculty Senators from the School of Medicine who have teaching responsibilities in the SDM biomedical science curriculum.

3.5 Each SDM Department shall have one alternate Senator.

3.6 The Dean, Associate Deans, Assistant Deans and Department Heads of the SDM (or their respective designees) shall be non-voting members of the Senate and shall not be eligible for voting membership in the Senate during the term of their administrative appointment.

3.7 The Senate shall be guided by a Steering Committee as defined in Article 6.

Article Four - Election and Terms of Senators

4.1 The terms for the seats of all Faculty Senators shall be for three years, which start July 1 and end June 30. Approximately one-third of the seats of SDM Faculty Senators under Section 3.1 and 3.2 shall expire each year. One of the seats of the School of Medicine Faculty Senators under Section 3.4 shall expire each year. The terms for the seats of the student body Senators shall be for one year.

4.1.1 Senators shall notify the Chair, Vice-Chair or Administrative Assistant of any absence from Senate meetings. Failure to notify the Chair, Vice-Chair or Administrative Assistant prior to any scheduled meeting may be reviewed by the Steering Committee and, at the discretion of the Steering Committee, designated as unexcused.

4.1.2 Any Senator who has two successive unexcused absences or who attends less than fifty percent of Senate meetings in a fiscal year may be dismissed by a majority vote of the Steering Committee.

4.2 For nomination and voting purposes, Faculty members shall have rights only within the Department and subunit of their primary appointment.

4.3 When an SDM Faculty Senate seat, as specified in Sections 3.1 and 3.2 above, becomes vacant for any reason, including end of term, resignation or change in primary appointment, the Chair of the Senate shall notify the relevant constituent group of the vacancy. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the

unit leader of and the Senator for the relevant constituent group 60 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair shall, in no event, notify the unit leader of the relevant constituent group more than 7 days after the vacancy occurs or after the Senate becomes aware of the vacancy.

4.3.1 If an SDM Faculty Senate seat vacancy occurs for any reason other than expiration of term, it shall be filled for the period of the unexpired term by the alternate, as specified in Section 3.5, from the appropriate constituency. If the alternate is either unavailable or no longer eligible to serve, or if the vacancy occurs during the first year of any three-year term, the relevant provisions for nomination and election contained herein shall apply.

4.3.2 A nominations period for nominations from members of the relevant constituent group shall be open for 10 days from the date of vacancy notification by the Senate Chair, except that for vacancies due to the expiration of a term, that nomination period may be extended by up to 14 days at the discretion of the administrative head of the constituent group.

4.3.3 Nominations must be made to the Senate Chair.

4.3.4 Nominations may be made by any member of the constituent group, by any current Senator or by any member of the SDM administration. Self-nominations of eligible members of the constituent group are permitted.

4.3.5 In the event that no nominations are received by the Chair of the Senate at the close of the nomination period, the administrative head of the constituent group shall nominate a member of the constituent group.

4.3.6 Within 4 days of the close of the nomination period, the Chair of the Senate shall verify with the Dean of the School of Dental Medicine or the Dean's designee the eligibility of each nominee for the vacant position, including appointment type, primary department and relevant subunit, if any. If all nominees are deemed eligible, the Senate Chair shall immediately communicate the list of eligible nominees to the constituent group.

4.3.6.1 If any nominee shall be deemed ineligible by the Dean or the Dean's designee, the Chair of the Senate shall immediately notify any nominee deemed ineligible.

4.3.6.2 Any nominee who is notified that they were deemed ineligible by the Dean or the Dean's designee shall have 5 days to request, in writing to the Chair of the Senate, that the Senate Steering Committee review the eligibility decision.

4.3.6.3 The Steering Committee shall review the eligibility decision within 48 hours of any such request and verify or reverse the decision of the Dean or the Dean's designee. The review of eligibility by the Steering Committee shall be final.

4.3.6.4 Seven days after notifying ineligible nominees, the Chair of the Senate shall communicate the list of eligible nominees to the constituent group.

4.3.7 Within 14 days of the communication of the list of eligible nominees to the relevant constituent group, that constituent group shall conduct an election.

4.3.7.1 Election shall be by secret ballot and all members of the constituent group, subject to the provisions of Section 4.2, shall be eligible to vote.

4.3.7.2 Each constituent group may determine and promulgate any other rules and procedures for the election process as are necessary, so long as no such rule or procedure conflicts with any provision of these bylaws.

4.3.7.3 The results of the election shall be immediately communicated to the Senate Chair for presentation at the next regularly scheduled meeting of the Senate.

4.3.8 In the event that a constituent group has not communicated an election result, as required under Section 4.3.7.3, within the 14 days specified in 4.3.6 above, the Senate Chair, at the next regularly scheduled meeting with a quorum of the Senate, shall present to the Senate the same list of eligible nominees as communicated to such constituent group per Section 4.3.6.4.

4.3.8.1 No new nominations shall be accepted unless there are fewer than two eligible nominees. If there are fewer than two nominees, new nominations may be accepted from the floor of the Senate.

4.3.8.2 An election among the Senators present shall then be conducted to determine the Senator from such constituent group who shall fill the vacant seat. Such election shall be by ballot unless upon motion and vote for a roll call by two fifths of the members present.

4.3.8.3 The candidate with the plurality of votes shall be elected.

4.3.8.4 Notwithstanding any other provision of these bylaws, the steering committee shall have 48 hours from the time of election to confirm with the Dean or the Dean's designee the eligibility of any nominee from the floor who is elected under Section 4.3.8, prior to their term beginning.

4.3.9 Terms of newly elected SDM Faculty Senators filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.3.10 Terms of newly elected Faculty Senators filling a vacant seat at the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.

4.3.11 In the event a newly elected SDM Faculty Senator elected under the provisions of Section 4.3 declines to accept their seat or is determined ineligible by the Steering Committee under Section 4.3.8.4, the seat shall be treated as newly vacant and subject to all provisions under Section 4.3.

4.3.12 Each SDM Department shall establish its own process for nominations for alternates; however, elections of alternates shall be consistent with the process established for the elections to fill other SDM Faculty Senate seats as defined by Sections 4.3.7.1, 4.3.7.2, and 4.3.7.3

4.3.12.1 Alternate status shall terminate after three years.

4.3.12.2 When alternate status terminates or when an alternate is called upon to fill the unexpired term of a Senator from the same Department under Section 4.3.1, a new alternate shall be elected by the Department.

4.4 When a student body Senate seat, as specified in Section 4.3 above, becomes vacant for any reason, including end of term, resignation or change in student status, the Chair of the Senate shall notify the Dean. If the vacancy is

due to the expiration of a term, the Senate Chair shall notify the Dean 30 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair shall, in no event, notify the Dean more than 7 days after the vacancy occurs.

4.4.1 The Dean or the Dean's designee shall seek nominations from the relevant student body for any student Senate seat vacancy. The Dean or the Dean's designee shall determine appropriate eligibility criteria related to student academic progress, Honor Code, and Code of Conduct.

4.4.2 An election shall then be conducted by the Dean or the Dean's designee among the relevant student body. The process for such election shall be determined by the Dean, in consultation with the Senate Steering Committee. The candidate with the plurality of votes shall be elected.

4.4.3 In the event that there are fewer than two nominations for a student Senate seat, the Dean or the Dean's designee, in consultation with the Senate Steering Committee, shall determine an alternative method for filling the vacant student Senate seat.

4.4.4 Terms of newly elected student body Senators filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.4.5 Terms of newly elected student body Senators filling a Senate seat vacated by the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.

4.5 When the Senate seat of a School of Medicine Faculty member, as specified in Section 3.4 above, becomes vacant for any reason, including end of term, resignation or elimination of teaching responsibilities within the SDM biomedical sciences curriculum, the Chair of the Senate shall notify the appropriate administrator in the School of Medicine who has oversight of the biomedical sciences curriculum of the vacancy. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the relevant administrator in the School of Medicine 60 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair shall, in no event, notify the relevant administrator in the School of Medicine more than 7 days after the vacancy occurs.

4.5.1 Nominations of up to three candidates from the School of Medicine will be requested from the relevant administrator in the School of Medicine who has oversight of the biomedical sciences curriculum.

4.5.2 The Senate Chair, at the next regularly scheduled meeting with a quorum of the Senate, shall present to the Senate the nominees as communicated from the relevant administrator of the School of Medicine per Section 4.5.1.

4.5.3 No new nominations shall be accepted unless there are fewer than two nominees provided by the relevant administrator of the School of Medicine. If there are fewer than two nominees, new nominations may be accepted from the floor of the Senate.

4.5.4 An election among the Senators present shall then be conducted to elect a Senator from the Faculty of the School of Medicine to fill the vacant seat. Such election shall be by ballot unless upon motion and vote for a roll call by two fifths of the members present.

4.5.5 The candidate with the plurality of votes shall be elected.

4.5.6 Notwithstanding any other provision of these bylaws, the Senate Steering Committee shall have 48 hours from the time of election to confirm with the relevant administrator in the School of Medicine or their designee the eligibility of any nominee from the floor who is elected under this section, prior to their term beginning.

4.5.7 Terms of newly elected Faculty Senators from the School of Medicine filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.5.8 Terms of newly elected Faculty Senators from the School of Medicine filling a vacant seat at the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.

4.5.9 In the event a newly elected Faculty Senator from the School of Medicine elected under the provisions of Section 4.5 declines to accept their seat or is determined ineligible by the Steering Committee under Section 4.5.6, the seat shall be treated as newly vacant and subject to all provisions under Section 4.5.

4.6 When necessary and notwithstanding any other provisions in these guidelines, the term of any member of the Senate, including its officers and Council and committee members, shall automatically be extended until the election of a successor where such election has not taken place prior to the expiration of the term.

4.7 Upon their agreement to serve, each newly elected Senator will receive a package consisting of the following documents: (1) a cover letter in which the specific duties, responsibilities and expectations of Senators are delineated; (2) copies of the SDM Senate Guidelines; and (3) copies of the Bylaws of the University of Connecticut School of Dental Medicine.

Article Five - Election and Responsibilities of Officers

5.1 The officers of the Senate shall be the Chair and the Vice-Chair.

5.1.1 The term of office for the Senate Chair shall be two years, beginning on July 1 of the first year, or upon election after July 1 of the first year, and ending on June 30 of the second year, except as noted in Article 4.6. No individual may serve as Chair for more than two consecutive terms.

5.1.2 The term of office of the Vice-Chair of the Senate shall be one year, beginning on July 1 of the first year, or upon election after July 1 of the first year, and ending on June 30 of the same year, except as noted in Article 4.6.

5.1.3 The Chair shall preside over Senate meetings and meetings of the Steering Committee of the Senate.

5.1.4 The Chair shall call meetings of the Senate and of the Steering Committee on a regular basis.

5.1.5 The Chair may call meetings of the SDM Faculty.

5.1.6 The Chair shall be responsible for conducting the elections of members of the Steering Committee

5.1.7 The Vice-Chair shall preside at Senate meetings and Steering Committee meetings in the absence of the Chair.

5.2 Biannually in May, or upon vacancy of the Chair, the Dean shall solicit nominations from the Faculty of the School of Dental Medicine, as defined in Article Two, of candidates for Senate Chair. All nominees must be from within the Faculty of the School of Dental Medicine.

5.2.1 In June of the year when the Senate Chair term expires, or within 60 days of a vacancy of the Chair, the Dean shall convene a special meeting of the Senate for the sole purpose of electing a Chair. At any such meeting, and for the sole purpose of electing a Chair, the Dean or the Dean's designee shall preside over the Senate.

5.2.2 In the event that no candidate receives the votes of a majority of the Senate at any such meeting convened under Article 5.2.1, the Dean or the Dean's designee shall send a ballot no later than June 30, by postal or electronic communication, to all voting members of the Senate. Such ballot shall list the names of the two candidates with the highest numbers of votes. Votes must be received on or before a date set by the Dean, with such date not less than 5 business days nor more than 10 business days from the date the ballots are sent. The Chair's term of office shall begin the first business day after the final election.

5.2.3 In the event that a special meeting, as described in Article 5.2.1, is unable to be convened for any reason, the Dean or their designee shall send a ballot no later than June 30, by postal or electronic communication, to all voting members of the Senate. Such ballot shall list the name of all eligible nominees solicited under Article 5.2. Votes must be received on or before a date set by the Dean, with such date not less than 5 business days nor more than 10 business days from the date the ballots are sent. In the event that no candidate receives the votes of the majority of the Senate, a subsequent ballot shall be sent consistent with Article 5.2.2. The Chair's term of office shall begin the first business day after the final election.

5.3 At its first meeting on or after July 1, the Steering Committee shall elect, from among its members, a Vice-Chair of the Senate to preside in the absence of the Chair (see Article 6.2.3, et seq.). The Vice-Chair's term of office shall begin on the first business day after the election.

Article Six - Steering Committee

6.1 The Steering Committee shall consist of six elected voting members. In addition, the Dean of the SDM and the Chair of the Senate shall be non-voting members of the Steering Committee, except that in the event of a tie vote on any business of the Steering Committee, the Chair may cast a tie-breaking vote. The immediate past Chair of the Senate may also serve as a non-voting *ex officio* member of the Steering Committee upon request by the current Steering Committee.

6.2 Five of the voting members of the Steering Committee shall be elected by and from among the Faculty Senators. The sixth member shall be elected by and from the Dean's Advisory Committee.

6.2.1 The Chair of the Senate shall conduct the election for the five members of the Steering Committee from among the Faculty Senators.

6.2.2 The Dean of the SDM shall conduct the election for the one member of the Steering Committee from the Dean's Advisory Committee.

6.2.3 Annually, at the first meeting of the newly elected Steering Committee, the Chair shall solicit nominations from among the five Faculty Senators on the Steering Committee for the position of Vice-Chair.

6.2.3.1 In the event that more than one of the Faculty Senators on the Steering Committee is nominated, the Chair shall then conduct an election by ballot of all voting members of the Steering Committee. The nominee receiving the highest number of votes shall become Vice-Chair.

6.2.3.2 In the event that only one Faculty Senator on the Steering Committee is nominated and accepts the nomination, that nominee will become the Vice-Chair.

6.3 The Steering Committee shall meet monthly or more frequently if necessary. The Steering Committee shall be responsible for the Senate agenda, matters relating to membership of the Senate as indicated in Article Four and for the prior review of matters brought to the Senate for action. A quorum of the Steering Committee shall consist of no fewer than three voting members present. Business of the Steering Committee shall be by majority vote of those present or by using an electronic voting mechanism that may include email voting with no fewer than three votes recorded.

6.4 The Steering Committee, at any time, may create *ad hoc* committees and appoint members to such committees to address issues of importance to the Faculty and/or students of the SDM. The Steering Committee shall submit the names of the Chairs and the members of any *ad hoc* Senate committees for approval by a vote of those in attendance at the next regularly scheduled meeting of the Senate. The Steering Committee may appoint Faculty or students with appropriate expertise to any *ad hoc* Senate committee.

6.5 The Steering Committee, when appropriate, may refer new business directly to a Senate Council or committee for review. The Steering Committee shall provide oversight for Senate Councils and committees through regularly scheduled or *ad hoc* meetings with the Council or committee Chairs.

6.6 The Steering Committee shall recommend and forward to the Senate for confirmation the names of SDM Faculty members who will serve as Senate representatives on UConn Health and University committees as required.

Article Seven - Standing Councils and *ad hoc* Committees of the Senate

7.1 Standing Councils and *ad hoc* committees of the Senate shall possess suitable representation and expertise to deal with matters within Senate purview.

7.2 The three standing Councils of the Senate shall be the Council on Education, the Council on Research, and the Council on the Academic Environment.

7.2.1 The standing councils of the Senate may include voting participation from the Faculty, students, and/or members of the Dean's Advisory Council.

7.2.2 There shall be student representation on the Council on Education.

7.2.3 Student representatives shall be selected from the appropriate constituencies of predoctoral, resident, graduate, and combined degree students by the Dean or the Dean's designee.

7.3 Standing Council Members shall be elected by the Senate following the nomination and election process specified herein.

7.3.1 Faculty Council members shall be nominated by the Steering Committee in consultation with the SDM and SOM Department Heads/Division Chairs.

7.3.2 Members from among the SDM graduate students, residents and/or fellows shall be nominated by the Steering Committee in consultation with the Dean or the Dean's designee.

7.3.3 Members from among the SDM predoctoral student body shall be nominated by the administrative leader with responsibility for academic affairs.

7.3.4 Council nominations shall be presented to the Senate for approval at the first meeting of the Senate after July 1, annually. The Senate may vote to accept the nominations of the Steering Committee, upon which the nominees will be appointed to the Council. In the event that the Senate votes to reject the nominations of the Steering Committee or the Steering Committee fails to present nominations at the first meeting of the Senate in any year, nominations will be taken from the floor of the Senate at the next meeting of the Senate and an election will be held at that meeting, following the nominations from the floor.

7.3.5. Standing Council members from the faculty shall serve for a term of three years or until a qualified successor is duly elected, with approximately two members elected each year.

7.3.6 Standing Council members from among the SDM graduate students, residents and/or fellows shall serve a term of one year, but such term may be extended, by vote of the Steering Committee, for a second year so long as they remain a current graduate student, resident or fellow.

7.3.7 Standing Council members from the predoctoral student body serve a term of one year, but such term may be extended, by vote of the Steering Committee, for a second year and a third year so long as they remain a current predoctoral student.

7.3.8 All vacancies among the membership of the Standing Councils shall be filled for the period of the unexpired term following the same process as described above.

7.3.9 Standing Councils shall have a Chair who is elected by and from among the Council members for one year. The Council may also choose to elect a Co-Chair by and from among the Council members for a one year term.

Article Eight - General Rules and Parliamentary Authority

8.1 The Senate, by a two-thirds affirmative vote, may suspend its rules.

8.2 Regular meetings of the Senate shall be convened monthly or as needed.

8.3 Special meetings of the Senate may be called by the Steering Committee, by the Chair with the support of a majority vote of the Steering Committee, or by the President of the University, the Executive Vice-President for Health Affairs, or by the Dean of the SDM. In addition, a special meeting of the Senate shall be convened by a request to the Dean from one-third of the SDM Faculty or one-third of the pre-doctoral student body or by one-third of all current residents and fellows.

8.4 Senate meetings are open to the public and subject to FOI Open Meeting Requirements under C.G.S. § 1-225. These individuals may not participate in the business of the Senate unless authorized by a simple majority vote of the members present.

8.5 The Senate may vote to enter closed executive session as appropriate and allowed under statute C.G.S. § 1-200. This will require a 2/3 vote of the committee members present and voting, taken in public, and stating the reasons for executive session. Only voting members of the Senate and individuals invited by general consent or a majority vote of the Senate shall be present during an executive session.

8.6 Attendance by fifty percent of the Senators shall constitute a quorum for conducting Senate business.

8.6.1 Any Senate meeting may be conducted in person, by telephone, by web/video conference and attendance at in-person Senate meetings may be by telephone or web/video conference.

8.6.2 Votes on Senate business may be conducted at Senate meetings with a quorum present or, at the discretion of the Chair, by electronic vote system or email vote, with a minimum of 50% of Senators submitting a vote.

8.6.3 Unless otherwise indicated in this Constitution and Bylaws, all votes on main motions before the Senate shall

be by simple majority or by unanimous consent, unless otherwise indicated herein. Upon request by a minimum of two fifths of those members present, a roll call vote shall be conducted by the Chair.

8.7 The Senate may consider new business brought up by any Senator, any member of the SDM Faculty or any member of the SDM student bodies.

8.7.1 Any Senator who wishes to submit an item of new business shall submit the time to the Steering Committee for inclusion on the agenda of a subsequent Senate meeting.

8.7.2 Any SDM faculty member or student who wishes to submit an item of new business shall submit the item to any Senator or to the Steering Committee. Any Senator who receives a submission of new business from a faculty member or student shall refer the item to the Steering Committee for inclusion on the agenda of a subsequent meeting of the Senate.

8.7.3 All new business shall be presented to the Senate for discussion and then shall be referred to the appropriate Council or committee of the Senate, or to the Steering Committee for further review or consideration. Following referral to a Council, Committee or Steering Committee, any item requiring further Senate action, upon recommendation by that Council, committee or at the discretion of the Steering Committee, shall be included on the agenda of a subsequent meeting of the Senate.

8.8 Any proposals approved by the Senate, which require administrative or departmental implementation, shall be sent to the Dean of the School of Dental Medicine and to other appropriate administrators or Department Heads for their action. The Dean, other administrators or Department Heads shall inform the Senate of progress toward the implementation of its proposals at the next meeting of the Senate, or within a timeframe designated by the Senate.

8.9 In the event of a conflict between the Senate and the Department Heads, e.g., in the departmental implementation of a Senate-approved proposal, an *ad hoc* committee consisting of three Senators, appointed by the Steering Committee, and the Department Heads shall meet with the Dean or the Dean's designee for the purpose of trying to reach a mutually agreeable resolution of differences. Such resolution of differences will be reported in a timely fashion by the Senate members of the *ad hoc* committee to the full Senate. If no satisfactory resolution can be reached, the Dean or the Dean's designee shall make a decision that resolves the matter or matters in dispute.

8.10 In the event of a conflict between the Dean and the Senate, an *ad hoc* committee consisting of three Senators, appointed by the Steering Committee, and three representatives of the administration, appointed by the Dean, shall endeavor to reach a mutually agreeable resolution of differences. Such resolution of differences will be reported in a timely fashion by the *ad hoc* committee to the Senate. If no satisfactory resolution can be reached, the Senate may vote to refer the matter for further consideration by the Academic Affairs Subcommittee of the Board of Directors of UConn Health.

8.10.1.1 Upon a vote of two-thirds majority of the Senate in support of the referral, the matter or matters in dispute shall be presented to the Academic Affairs Subcommittee of the Board of Directors of UConn Health, or its designee.

8.10.2 The Academic Affairs Subcommittee may choose to hear the referral, decline to hear the referral, mediate the matter or matters or to refer it to any other appropriate body for intervention (e.g., to the Office of the Provost of the University).

- 8.10.3 Should the Academic Affairs Subcommittee decline to hear the referral, the Dean or the Dean's designee shall make a decision that resolves the matter or matters in dispute. Such decision shall be final.
- 8.10.4 Any decision on the matter or matters in dispute made by the Academic Affairs Subcommittee other than declining to hear the referral or any intervention made by any other appropriate body based on a referral from the Academic Affairs Subcommittee shall be final.
- 8.11 Minutes of meetings shall be submitted at the next meeting for approval by a vote of the majority of those in attendance. Once approved, the minutes of all Senate meetings, except those pertaining to an executive session, shall be posted publically in a manner consistent with the State of Connecticut Freedom of Information Act.
- 8.12 The Senate can be dissolved only with the approval of two-thirds of its total membership. If dissolved, an election shall be conducted by the Dean within 30 days to form a new Senate for the remainder of that year.
- 8.12.1 The composition of the Senate shall be consistent with Article Three of these bylaws.
- 8.12.2 The nominations and election processes should be conducted to the extent possible, as determined by the Dean or the Dean's designee, in a manner that is consistent with Article Four of these Bylaws.
- 8.12.3 Following the election, one-, two- and three-year terms of office, as defined in Article 4.1, shall be assigned by lot, by the Dean or the Dean's designee.
- 8.13 In the absence of any controlling rules or procedures, including those for voting on privileged or subsidiary motions, the most current available version of Robert's Rules of Order, Newly Revised, will be the Senate's parliamentary authority.

Article Nine - Amendments

- 9.1 Amendments to the structure or operation of the Senate, as defined in these guidelines, may be proposed if supported by the vote of two-thirds of the Senators present and voting at a meeting of the Senate at which a quorum is present, or one-third of the SDM Faculty as defined in Section I, Article One of the SDM Bylaws.
- 9.2 A meeting of the Faculty shall be convened by the Dean to consider such amendments. The Dean or their designee shall preside, and the only business of the meeting shall be the discussion of the proposed amendment(s). If revisions to the proposed amendments and/or revisions to other sections of these guidelines are suggested, any such revisions must be approved as described in Article 9.1 of these guidelines and discussed by the Faculty at a meeting convened by the Dean.
- 9.3 The proposed amendment(s) shall be voted on within seven calendar days following the Faculty meeting. Adoption of amendments (subject to Board approval as specified in Section 9.4 below) shall require the affirmative vote of two-thirds of the Senate and the affirmative vote of a majority of those member of the SDM Faculty voting as defined in Section I, Article One of the SDM Bylaws.
- 9.4 Any amendments to the Senate Constitution or these Bylaws shall require approval by the Board of Directors and/or the

Board of Trustees as specified in the Bylaws of the University of Connecticut before they become effective.

Approved by BOD: ~~XXXXXXXXXXXX~~

A Standing Council of the School of Dental Medicine Senate

Name of Council: Council on the Academic Environment

Composition: The Council on the Academic Environment shall consist of six Faculty members and one postdoctoral student (from among the SDM graduate students, residents and/or fellows), no less than four of whom shall be faculty members from School of Dental Medicine (SDM) and no less than one who shall be a faculty member be from the School of Medicine. SDM Faculty serving on the Council on the Academic Environment may not hold simultaneous administrative appointments.

Reports to: The Council reports to the SDM Senate. The Council Chair will meet with the Steering Committee at least quarterly to report on the Council's activities. Minutes of the Council meetings, and recommendations approved by the Senate, shall be posted on the Senate website, which will be accessible to all Faculty and to enrolled students/residents.

Duties: As an advisory committee, the duties of this Council are to discuss matters of significant interest to the Faculty and to relay its findings and views to the Senate. Such matters are specifically defined neither in the University Laws and Bylaws nor in the Bylaws of the SDM.

Approved by SDM Faculty:

A Joint Standing Council of the School of Dental Medicine Senate and Administration

Name of Council: Council on Education

Composition: The Council shall consist of 8 Faculty members, one predoctoral student, one postdoctoral student (from among the SDM graduate students, residents and/or fellows), one School of Dental Medicine (SDM) unit leader from one of the SDM organizational units, and the administrative leader(s) with responsibility for academic and clinical affairs within the SDM. No less than six of the faculty members of the Council shall be faculty members from School of Dental Medicine (SDM) and no more than two SDM faculty members on the Council shall have primary appointments in the same organizational unit. No less than one faculty member of the Council shall be a faculty member be from the basic science departments of the School of Medicine. All Council members shall have voting privileges. The Council shall elect a Chair/Co-Chairs from among its SDM Faculty members, including those holding administrative positions. The Council Chair shall be elected by the Council members for one year. The Council may choose to elect a Co-Chair. The terms of the Chair or Co-Chair can be renewed.

Reports to: This Council reports to the SDM Senate. Council activities and recommendations will be communicated regularly to the SDM administration. The Council Chairperson/Co-Chairs will meet with the Senate Steering Committee at least quarterly to report on the Councils' activities. Minutes of the Council meetings, recommendations and decisions of the Council will be posted publicly and accessible to all Faculty and to enrolled students/residents.

Duties: This Council will meet at least monthly to oversee the development, modification, evaluation and measurement of educational programs at all levels: predoctoral, postdoctoral, continuing, and other related programs in the SDM. The Council is, thus, authorized to recommend policies and procedures for educational programs, admission, evaluation and promotion of students. The Council also may recommend the development or elimination of courses as the requirements of students, the SDM, and the profession change with time. To aid in its charge, the Council may appoint subcommittees (e.g. Predoctoral Education, Postdoctoral Education, Continuing Education, and Educational Review) composed of Faculty members and administrators with appropriate expertise and students from appropriate constituencies. The Chair/Co-Chairs of the Council on Education will serve as liaison to the Offices of Faculty Development and Continuing and Community Education in the School of Medicine.

Approved by SDM Faculty:

COUNCIL ON RESEARCH

A Joint Standing Council of the School of Dental Medicine Senate and Administration

Name of Council: Council on Research

Composition: This Council shall consist of one member from each Department of the School of Dental Medicine (SDM), one member each from type 2 centers of the SDM, one SDM Department Head/Division Chair, at least one, but no more than two members representing basic science departments of the SoM, one postdoctoral student (from among the SDM graduate students, residents and/or fellows) and the administrative leader responsible for research of the SDM. All Council members shall have voting privileges.

Reports to: This Council reports to the SDM Senate and the SDM administration. The Council Chairperson will report to the Senate at least quarterly and to the SDM Executive Committee on an as needed basis to report on the Council's activities. Minutes of the Council meetings, recommendations and decisions of the Council will be posted on the Senate website, which will be accessible to all Faculty and to enrolled students/residents.

Duties: As an advisory committee to the Dental Senate, this Council will meet at least monthly to initiate, develop, recommend and evaluate policies concerning all aspects of research. Additionally, the Council will promote SDM research initiatives, SDM interests in strategic and signature program initiatives, technology transfer, and Faculty mentoring and collaborative relationships. To aid in its charge, the Council may appoint subcommittees composed of Faculty members and administrators with appropriate expertise and students from appropriate constituencies.

Approved by SDM Faculty:

Senate Membership

- 15 elected Senators from the full and part-time SDM faculty
 - 7 elected Senators from the full-time Basic Science faculty
 - 1 elected Senator from the predoctoral dental student body
 - 1 elected Senator from the postdoctoral dental student body
- Total: 24 members**

Standing Councils

COUNCIL ON EDUCATION

- 8 faculty members
- 1 predoctoral student
- 1 postdoctoral student
- 1 SDM Department Head
- Associate Dean for Education and Patient Care
- Associate Dean of Academic Affairs of the School of Medicine

COUNCIL ON ACADEMIC ENVIRONMENT

- 4 faculty from SDM Departments
- 2 faculty from SoM Basic Science Departments

COUNCIL ON RESEARCH

- 1 member from each SDM Department
- 1 member from each Type 2 center of the SDM
- 1 SDM Department head
- 2 faculty from the Basic Science Departments
- SDM Associate Dean of Research

Note:

Revised July, 2011 to reflect current position title and organizational structure

Guidelines of the School of Dental Medicine Senate

BYLAWS
UNIVERSITY OF CONNECTICUT
SCHOOL OF DENTAL MEDICINE

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PREAMBLE

The Senate is the voice of the Faculty and a voice for students in student affairs, pre-doctoral dental education, postdoctoral clinical education, continuing education, research, the academic environment, and similar matters.

Through active participation in its Senate, the ~~faculty~~Faculty and students of the University of Connecticut School of Dental Medicine (SDM) ensure the vigor of the School's programs in education, research and patient care. ~~To those ends, the Senate, which was previously called the SDM Council, has been reconfigured, and its Constitution and Bylaws, which govern the election, structure and function of this body, have been rewritten.~~

~~Much of the Senate's work will be carried out by its standing Councils and their respective working committees. Service on these Councils and committees affords faculty~~Faculty ~~and students with opportunities to participate directly in setting the direction of the SDM. The Senate will communicate fully and regularly with the faculty~~Faculty ~~and students through open Senate meetings, prompt distribution of their minutes, reports of activities of Senate Councils and committees, and active engagement of Senators with their constituents. The Senate will maintain a dialogue with the administration and Department Heads to facilitate joint initiatives and to allow the faculty~~Faculty ~~and students to deal rapidly and proactively~~ address ~~with issues of importance.~~

~~Because Senators are elected by, and represent, their Departments and student bodies, service on the Senate is both an honor and a responsibility to be taken seriously. Attendance by Senators at Senate meetings ensures the energetic function of the body; thus, Senators who fail to attend meetings will be replaced. The faculty and the students of the School of Dental Medicine rely on their elected Senators to be their voices in School governance.~~

CONSTITUTION OF THE SCHOOL OF DENTAL MEDICINE SENATE

Article One1 -- Name

School of Dental Medicine Senate

Article Two2 -- Authority and Purpose

The ~~faculty~~Faculty¹ of the School of Dental Medicine (SDM) delegates to the SDM Senate (the “Senate”) responsibility for establishing ~~faculty~~Faculty policies on academic matters including student affairs, predoctoral dental education, postdoctoral clinical education, and continuing education and for commenting and providing advice on the academic environment and research. The Senate also reserves the right to review and comment on issues pertaining to the School of Dental Medicine that are of interest.

The policies established by the Senate shall not contradict those established by the Board of Directors or the Board of Trustees, nor shall the actions of the Senate abridge the responsibilities assigned to administrative officers of the University by the Board of Trustees. Such administrative responsibilities include the authority to call meetings of the ~~faculty~~Faculty, to preside at ~~faculty~~Faculty meetings, and to serve, or to have their representatives serve, as non-voting members of all standing committees.

Article Three3 — Membership

~~The Senate shall consist of fifteen elected an equitable distribution of Senators from the full and part time SDM clinical ~~faculty~~Faculty, seven elected There will be representation of Senators from the full time School of Medicine basic science ~~faculty~~Faculty representing each of its departments, one elected Senator from the predoctoral dental student body, and one elected Senator from the postdoctoral dental student body.~~

~~Each of the three Clinical Science Departments Divisions in the SDM shall be represented by five a representative number of Senators at least one Senator; no ~~d~~Division shall have more than two Senators. The Basic Science Departments shall be represented by a total of six Senators. Each Basic Science Department from the School of Medicine shall have one Senator.~~

~~Each Clinical Science SDM Department will select an alternate Senator who will be responsible for attending Senate meetings in the absence of the regular Senator. The alternate will have voting privileges when substituting for the regular Senator, but only if their vote does not bring the voting rights of a division to more than two votes. The basic science ~~faculty~~Faculty shall elect one alternate Senator. The Dean, Associate Deans, Assistant Deans and Clinical Department Heads of the SDM, and the Executive Vice President for Health Affairs, ~~(or their respective designees), shall be non-voting members of the Senate, but.~~ The aforementioned SDM officers, as well as Department Heads, are ~~s h a l l~~ not be eligible for voting membership in the Senate.~~

Article Four4 — Officers and Responsibilities

~~The officers of the Senate shall be the Chairperson and the Vice Chairperson. The Chairperson shall preside over Senate meetings and over meetings of the Steering Committee of the Senate. The Chairperson shall call meetings of the Senate and of the Steering Committee on a regular basis. The Chairperson may call meetings of the SDM ~~faculty~~Faculty. The Chairperson shall be responsible for conducting the elections of members of the Steering Committee and of the Vice Chairperson. The Vice Chairperson shall record minutes, shall communicate with the Senate webmaster, and shall preside at Senate meetings and Steering Committee meetings in the absence~~

of the Chairperson.

~~Faculty members, for the purpose of this document, are defined as those with at least a 50% appointment (paid half-time or more by the University).~~

¹

For the purposes of the School of Dental Medicine Senate, the term “Faculty” shall refer to all Professors, Associate Professors, Assistant Professors, and Instructors with primary appointments in the School of Dental Medicine in any appointment category who are paid a full or partial salary. Any paid Faculty from any other unit in the University who is a voting member of the Senate and who is not otherwise included herein shall also be included.

Article ~~Five~~⁵— Steering Committee

~~The Senate shall be guided by a Steering Committee. The Steering Committee shall meet monthly or more frequently if necessary. The Steering Committee shall be responsible for the Senate agenda and for the prior review of matters brought to the Senate for action. The Steering Committee may appoint *ad hoc* committees as necessary.~~

Article ~~Six~~⁶— Standing Councils and *ad hoc* Committees of the Senate

~~Standing Councils and *ad hoc* committees of the Senate shall possess suitable representation and expertise to deal with matters within Senate purview. The three standing Councils of the Senate shall be the Council on Education, the Council on Research, and the Council on the Academic Environment. The Council on Education and the Council on Research will be joint Councils, with voting participation of faculty^FFaculty, students, ^dDepartment ^Hheads and/or administration (see Council descriptions in the Senate Bylaws, below). There shall be student representation on the Council on Education, and there may be student representation on the Council on Research and Academic Environment. These student representatives shall be selected from the appropriate constituencies of predoctoral, resident, graduate, and combined degree students.~~

BYLAWS OF THE SCHOOL OF DENTAL MEDICINE SENATE

Article ~~One~~¹~~Three~~¹—~~Composition and Election~~ of the Senate

3.1 There shall be one Senator from ~~each operational~~each organizational units¹; currently defined as Division and one Senator from each Department that does not have any Divisions and one Senator from any Type I or Type II Centers within the SDM as defined by Appendix CD of the SDM Bylaws. No ~~Division or Center~~ shall have more than two Senators, whether full- or part-time, clinical or research, regardless of what organizational unit they represent.

3.2 In addition, each Department with clinical operations shall have one Senator who is a part-time⁷ clinical member of the Faculty.

3.3 There shall be one Senator from the predoctoral student body of the SDM and one Senator from the postdoctoral student body of the SDM.

3.3.1 The predoctoral student body shall include all students currently enrolled in the DMD degree program or the DMD/PhD program.

3.3.2 The postdoctoral student body shall include all dental residents, regardless of enrollment in degree-granting programs, postdoctoral students in clinical certificate programs, advanced degree programs or combined certificate/degree programs, but not postdoctoral research fellows.

¹ As of the May 2021 update of the SDM Bylaws and the SDM Senate Guidelines, organizational units have been defined as Divisions or Departments that do not have any Divisions, as well as Type I and Type II Centers within the SDM and one Senator from each Department that does not have any Divisions and one Senator from any Type I or Type II Center within the SDM as defined by Appendix C of the SDM Bylaws.

3.4 There shall be three Faculty Senators from the School of Medicine who have teaching responsibilities in the SDM biomedical science curriculum.
~~School of Medicine who have teaching responsibilities in the SDM biomedical science curriculum.~~

3.5 Each SDM Department shall have one alternate Senator.

3.6 The Dean, Associate Deans, Assistant Deans and Department Heads of the SDM (or their respective designees) shall be non-voting members of the Senate and shall ~~and s h a l l~~ not be eligible for voting membership in the Senate during the term of their administrative appointment.

3.7 The Senate shall be guided by a Steering Committee as defined in Article 6.

Article Four - Election and Terms of Senators

4.1 The terms for the seats of all Faculty Senators shall be for three years, which start July 1 and end June 30. Approximately one-third of the seats of SDM Faculty Senators under Section 3.1 and 3.2 shall expire each year. One of the seats of the School of Medicine Faculty Senators under Section 3.4 shall expire each year. The terms for the seats of the student body Senators shall be for one year.

4.1.1 Senators shall notify the Chair, Vice-Chair or Administrative Assistant of any absence from Senate meetings. Failure to notify the Chair, Vice-Chair or Administrative Assistant prior to any scheduled meeting may be reviewed by the Steering Committee and, at the discretion of the Steering Committee, designated as unexcused.

4.1.2 Any Senator who has two successive unexcused absences or who attends less than fifty percent of Senate meetings in a fiscal year may be dismissed by a majority vote of the Steering Committee.

4.2 For nomination and voting purposes, Faculty members shall have rights only within the Department and subunit of their primary appointment.

4.3 When an SDM Faculty Senate seat, as specified in Sections 3.1 and 3.2 above, becomes vacant for any reason, including end of term, resignation or change in primary appointment, the Chair of the Senate shall notify the relevant constituent group of the vacancy. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the unit leader of and the Senator for the relevant constituent group 60 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the Senate Chair may notify the relevant constituent group as early as 30 days prior to the date of anticipated vacancy. The Senate Chair shall, in no event, notify the unit leader of the relevant constituent group more than 7 days after the vacancy occurs or after the Senate becomes aware of the vacancy.

4.3.1 If an SDM Faculty Senate seat vacancy occurs for any reason other than expiration of term, it shall be filled for the period of the unexpired term by the alternate, as specified in Section 3.5, from the appropriate constituency. If the alternate is either unavailable or no longer eligible to serve, or if the vacancy occurs during the first year of any three-year term, the relevant provisions for nomination and election contained herein shall apply.

4.3.2 A nominations period for nominations from members of the relevant constituent group shall be open for 10 days from the date of vacancy notification by the Senate Chair, except that for vacancies due to the expiration of a

term, that nomination period may be extended by up to 14 days at the discretion of the administrative head of the constituent group.

4.3.3 Nominations must be made to the Senate Chair.

4.3.4 Nominations may be made by any member of the constituent group, by any current Senator or by any member of the SDM administration. Self-nominations of eligible members of the constituent group are permitted.

4.3.5 In the event that no nominations are received by the Chair of the Senate at the close of the nomination period, the administrative head of the constituent group shall nominate a member of the constituent group.

4.3.6 Within 4 days of the close of the nomination period, the Chair of the Senate shall verify with the Dean of the School of Dental Medicine or ~~their~~the Dean's designee the eligibility of each nominee for the vacant position, including appointment type, primary department and relevant subunit, if any. If all nominees are deemed eligible, the Senate Chair shall immediately communicate the list of eligible nominees to the constituent group.

4.3.6.1 If any nominee shall be deemed ineligible by the Dean or ~~the Dean's their~~designee, the Chair of the Senate shall immediately notify any nominee deemed ineligible.

4.3.6.2 Any nominee who is notified that they were deemed ineligible by the Dean or ~~the Dean's their~~ designee shall have 5 days to request, in writing to the Chair of the Senate, that the Senate Steering Committee review the eligibility decision.

4.3.6.3 The ~~S~~steering ~~C~~committee shall review the eligibility decision within 48 hours of any such request and verify or reverse the decision of the Dean or ~~the Dean's their~~designee. The review of eligibility by the Steering Committee shall be final.

4.3.6.4 Seven days after notifying ineligible nominees, the Chair of the Senate shall communicate the list of eligible nominees to the constituent group.

4.3.7 Within 14 days of the communication of the list of eligible nominees to the relevant constituent group, that constituent group shall conduct an election.

4.3.7.1 Election shall be by secret ballot and all members of the constituent group, subject to the provisions of Section 4.2, shall be eligible to vote.

4.3.7.2 Each constituent group may determine and promulgate any other rules and procedures for the election process as are necessary, so long as no such rule or procedure conflicts with any provision of these bylaws.

4.3.7.3 The results of the election shall be immediately communicated to the Senate Chair for presentation at the next regularly scheduled meeting of the Senate.

4.3.8 In the event that a constituent group has not communicated an election result, as required under Section 4.3.7.3, within the 14 days specified in 4.3.6 above, the Senate Chair, at the next regularly scheduled meeting with a quorum of the Senate, shall present to the Senate the same list of eligible nominees as communicated to such constituent group per Section 4.3.6.4.

4.3.8.1 No new nominations shall be accepted unless there are fewer than two eligible nominees. If there are fewer than two nominees, new nominations may be accepted from the floor of the Senate.

4.3.8.2 An election among the Senators present shall then be conducted to determine the Senator from such constituent group who shall fill the vacant seat. -Such election shall be by ballot unless, upon motion and vote for a roll call by two fifths of the members present.

4.3.8.3 The candidate with the plurality of votes shall be elected.

4.3.8.4 Notwithstanding any other provision of these bylaws, the steering committee shall have 48 hours from the time of election to confirm with the Dean or ~~the Dean's their~~ designee the eligibility of any nominee from the floor who is elected under Section 4.3.8, prior to their term beginning.

4.3.9 Terms of newly elected SDM Faculty Senators filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.3.10 Terms of newly elected Faculty Senators filling a vacant seat at the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.

4.3.11 In the event a newly elected SDM Faculty Senator elected under the provisions of Section 4.3 declines to accept their seat or is determined ineligible by the Steering Committee under Section 4.3.8.4, the seat shall be treated as newly vacant and subject to all provisions under Section 4.3.

4.3.12 Each SDM Department shall establish its own process for nominations for alternates; however, elections of alternates shall be consistent with the process established for the elections to fill other SDM Faculty ~~S~~senate seats as defined by Sections 4.3.7.1, 4.3.7.2, and 4.3.7.3

4.3.12.1 Alternate status shall terminate after three years.

4.3.12.2 When alternate status terminates or when an alternate is called upon to fill the unexpired term of a Senator from the same Department under Section 4.3.1, a new alternate shall be elected by the Department.

4.4 When a student body Senate seat, as specified in Section 4.3 above, becomes vacant for any reason, including end of term, resignation or change in student status, the Chair of the Senate shall notify the Dean. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the Dean 30 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, ~~the Senate Chair may notify the Dean as early as 30 days prior to the date of anticipated vacancy.~~ ~~The~~the Senate Chair shall, in no event, notify the Dean more than 7 days after the vacancy occurs.

4.4.1 The Dean or ~~the Dean's their~~ designee shall seek nominations from the relevant student body for any student ~~S~~senate seat vacancy. -The Dean or ~~the Dean's their~~ designee shall determine appropriate eligibility criteria related to student academic progress, Honor Code, and Code of Conduct.

4.4.2 An election shall then be conducted by the Dean or ~~the Dean's their~~ designee among the relevant student body. -The process for such election shall be determined by the Dean, in consultation with the Senate Steering

Committee. The candidate with the plurality of votes shall be elected.

4.4.3 In the event that there are fewer than two nominations for a student Senate seat, the Dean or ~~the Dean's their~~ designee, in consultation with the Senate Steering Committee, shall determine an alternative method for filling the vacant student Senate seat.

4.4.4 Terms of newly elected student body Senators filling a vacant seat for any reason other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.4.5 Terms of newly elected student body Senators filling a Senate seat vacated by the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.

4.5 When the Senate seat of a School of Medicine Faculty member, as specified in Section 3.4 above, becomes vacant for any reason, including end of term, resignation or elimination of teaching responsibilities within the SDM biomedical sciences curriculum, the Chair of the Senate shall notify the appropriate administrator in the School of Medicine who has oversight of the biomedical sciences curriculum of the vacancy. If the vacancy is due to the expiration of a term, the Senate Chair shall notify the relevant administrator in the School of Medicine 60 days prior to the expiration of the term. If a vacancy is anticipated to occur for any reason other than term expiration, the ~~Senate Chair may notify the relevant administrator in the School of Medicine as early as 30 days prior to the date of anticipated vacancy. The~~ Senate Chair shall, in no event, notify the relevant administrator in the School of Medicine more than 7 days after the vacancy occurs.

4.5.1 Nominations of up to three candidates from ~~the School of Medicine will be requested from the~~ the School of Medicine will be requested from the relevant administrator in the School of Medicine who has oversight of the biomedical sciences curriculum.

4.5.2 The Senate Chair, at the next regularly scheduled meeting with a quorum of the Senate, shall present to the Senate the nominees as communicated from the relevant administrator of the School of Medicine per Section 4.5.1.

4.5.3 No new nominations shall be accepted unless there are fewer than two nominees provided by the relevant administrator of the School of Medicine. If there are fewer than two nominees, new nominations may be accepted from the floor of the Senate.

4.5.4 An election among the Senators present shall then be conducted to elect a Senator from the Faculty of the School of Medicine to fill the vacant seat. ~~Such election shall be by ballot unless~~ ~~unless,~~ upon motion and vote for a roll call by two fifths of the members present.

4.5.5 The candidate with the plurality of votes shall be elected.

4.5.6 Notwithstanding any other provision of these bylaws, the Senate Steering Committee shall have 48 hours from the time of election to confirm with the relevant administrator in the School of Medicine or ~~the~~ ~~Dean's~~ ~~their~~ ~~their~~ designee the eligibility of any nominee from the floor who is elected under this section, prior to their term beginning.

4.5.7 Terms of newly elected Faculty Senators from the School of Medicine filling a vacant seat for any reason

other than expiration of a term shall officially begin immediately upon election and shall expire at the time such term was originally designated to expire prior to the vacancy.

4.5.8 Terms of newly elected Faculty Senators from the School of Medicine filling a vacant seat at the expiration of a term shall officially begin on July 1 of the year the term of the seat is designated to begin or immediately upon election, whichever is later.

4.5.9 In the event a newly elected Faculty Senator from the School of Medicine elected under the provisions of Section 4.5 declines to accept their seat or is determined ineligible by the Steering Committee under Section 4.5.6, the seat shall be treated as newly vacant and subject to all provisions under Section 4.5.

4.6 ~~All members of the Senate, including its officers and Council and committee members, shall serve until their respective successors have been elected. When necessary and notwithstanding any other provisions in these guidelines, the term of any member of the Senate, including its officers and Council and committee members, shall automatically be extended until the election of a successor where such election has not taken place prior to the expiration of the term.~~

4.7 Upon their agreement to serve, each newly elected Senator will receive a package consisting of the following documents: (1) a cover letter in which the specific duties, responsibilities and expectations of Senators are delineated; (2) copies of the SDM Senate ~~Constitution and Bylaws~~ Guidelines; and (3) copies of the Bylaws ~~and Guidelines~~ of the University of Connecticut School of Dental Medicine.

~~1.6 For voting and election purposes, the SDM faculty Faculty consists of Clinical and Basic Science constituencies. The Clinical Science constituency shall comprise all faculty Faculty in the Departments of the SDM and their constituent divisions. The Basic Science constituency shall comprise all full-time faculty Faculty in the basic science departments of the School of Medicine. Any faculty Faculty member with a joint appointment in two or more departments shall, for voting and election purposes, be considered a member of the department in which the primary appointment is held.~~

~~1.7 The Clinical Science constituency shall have five Senators from each of the SDM's three clinical departments, with no more than two Senators from any one division. One of the five Senators from each Department shall be elected from the part-time faculty Faculty with at least a 50% appointment in that Department. Each Department shall elect a single alternate Senator. The Basic Science constituency shall have a total of 6 Senators, one each from the six Basic Science departments. The Basic Science constituency shall elect one alternate Senator.~~

~~1.1 For voting and election purposes, the SDM faculty Faculty consists of Clinical and Basic Science constituencies. The Clinical Science constituency shall comprise all faculty Faculty in the Departments of the SDM and their constituent divisions and Sections. The Basic Science constituency shall comprise all full-time faculty Faculty in the basic science departments of the School of Medicine. Any faculty Faculty member of the SDM with a joint appointment in two or more departments shall, for voting and election purposes, be considered a member of the department in which the primary appointment is held. Voting shall take place by? [see comment in 5.3]~~

~~1.2~~

~~1.3 1.2 The Clinical Science constituency Senate shall have proportionate five Senators representation from each of the SDM's three clinical D i v i s i o n s / Divisions/Ddepartments, with no more than two Senators~~

~~from any one Division. One of the five Senators from each Department shall be selected from among the part time faculty Faculty with at least a 50% appointment in that Department. Each Department shall select a single alternate Senator. The Basic Science constituency shall have a total of 6 Senators, one each from the six Basic Science departments. The Basic Science constituency shall elect one alternate Senator. Representation of each SoM basic science department is encouraged.~~

~~1.3 Election of the faculty Faculty Senators shall be by ballot of the faculty within the appropriate department. Each Division / Department will decide on the mechanism for selecting their Senators, as well as their alternate.~~

~~1.4 All faculty Faculty Senators shall be selected for three year terms, which start July 1 and end June 30. Approximately one third of the Department Senators shall be selected each year.~~

~~1.5 One Senator representing the predoctoral dental student body shall be selected for a one year term. Predoctoral dental students in the first, second and third year classes are eligible to vote and stand for election. The selection shall be conducted by the Dean (or designee) in an equitable manner allowing interested students to have the opportunity for selection and shall employ a two ballot system.²~~

~~1.6 One Senator representing the postdoctoral dental student body of the School of Dental Medicine²³ shall be selected for a one year term. Students with at least one year remaining in their program are eligible to vote and stand for election. The selection shall be conducted by the Dean (or designee) in an equitable manner allowing interested students to have the opportunity for election and shall employ a two ballot system.~~

~~1.7 If the number of Departments or the organizational structure of the School of Dental Medicine changes in the Clinical or Basic Science constituencies changes, departmental representation shall be adjusted (increased or decreased) as necessary, so that the total number of Senators in that constituency remains the same.~~

~~1.8 Selection of the Senators to replace those whose terms are expiring shall occur no later than May.~~

~~1.9 If a vacancy in the Senate occurs, it shall be filled for the period of the unexpired term by the alternate from the appropriate constituency or by or by a special departmental selection by the Department Head if the alternate is either unavailable or no longer eligible to serve.~~

~~A nominating ballot is circulated to the eligible voting constituency. The names of six members of the constituency with the most votes are placed on a second ballot to stand for election after ascertaining the candidates' willingness to serve. The candidates with the most votes on the second ballot shall be elected.~~

~~² Postdoctoral dental students include dental residents, postdoctoral students in clinical certificate programs, advanced degree programs or combined certificate/degree programs and, but not postdoctoral research fellows.~~

~~1.10 Alternate status shall terminate at the end of one year after three years or when the alternate is called upon to fill the unexpired term of a Department Senator from the same Department. Unless and until they are called upon to serve, alternates shall not have a vote in the Senate.~~

~~1.11.10 An alternate Senator may attend Senate meetings in place of a Department Senator when the Department Senator is unable to attend. The alternate Senator will have voting privileges when serving as a substitute for the Department Senator from the same Department.~~

~~1.12 Any Senator who has two successive unexcused absences⁴ or who attends less than fifty percent of Senate meetings in a fiscal year shall may be dismissed by the Steering Committee.~~

~~1.13 All members of the Senate, including its officers and Council and committee members, shall serve until their respective successors have been succeeded by newly elected members.~~

~~Article Two~~ The Election and Duties of the Officers

~~Article Five -~~ Election and Responsibilities of Officers

5.1 The officers of the Senate shall be the Chair and the Vice-Chair.

5.1.1 The term of office for the Senate Chair shall be two years, beginning on July 1 of the first year, or upon election after July 1 of the first year, and ending on June 30 of the second year, except as noted in Article 4.6. No individual may serve as Chair for more than two consecutive terms.

5.1.2 The term of office of the Vice-Chair of the Senate shall be one year, beginning on July 1 of the first year, or upon election after July 1 of the first year, and ending on June 30 of the same year, except as noted in Article 4.6.

5.1.3 The Chair shall preside over Senate meetings and meetings of the Steering Committee of the Senate.

5.1.4 The Chair shall call meetings of the Senate and of the Steering Committee on a regular basis.

5.1.5 The Chair may call meetings of the SDM Faculty.

5.1.6 The Chair shall be responsible for conducting the elections of members of the Steering Committee

5.1.7 The Vice-Chair shall preside at Senate meetings and Steering Committee meetings in the absence of the Chair.

5.2 Biannually in May, or upon vacancy of the Chair, the Dean shall solicit nominations from the Faculty of the School of Dental Medicine, as defined in Article Two, of candidates for Senate Chair. All nominees must be from within the Faculty of the School of Dental Medicine.

5.2.1 In June of the year when the Senate Chair term expires, or within 60 days of a vacancy of the Chair, the Dean shall convene a special meeting of the Senate for the sole purpose of electing a Chair. At any such meeting, and for the sole purpose of electing a Chair, the Dean or the Dean's their-designee shall preside over the Senate.

5.2.2 In the event that no candidate receives the votes of a majority of the Senate at any such meeting convened under Article 5.2.1, the Dean or the Dean's their-designee shall send a ballot no later than June 30, by postal or

electronic communication, to all voting members of the Senate. Such ballot shall list the names of the two candidates with the highest numbers of votes. Votes must be received on or before a date set by the Dean, with such date not less than 5 business days nor more than 10 business days from the date the ballots are sent. The Chair's term of office shall begin the first business day after the final election.

5.2.3 In the event that a special meeting, as described in Article 5.2.1, is unable to be convened for any reason, the Dean or their designee shall send a ballot no later than June 30, by postal or electronic communication, to all voting members of the Senate. Such ballot shall list the name of all eligible nominees solicited under Article 5.2. Votes must be received on or before a date set by the Dean, with such date not less than 5 business days nor more than 10 business days from the date the ballots are sent. In the event that no candidate receives the votes of the majority of the Senate, a subsequent ballot shall be sent consistent with Article 5.2.2. The Chair's term of office shall begin the first business day after the final election.

~~The Senate shall elect a ChairpersonChair to be its presiding officer and to chair the Steering Committee of the Senate (the Steering Committee). The ChairpersonChair must be a member of one of the constituencies described in Article 1.1 of these Bylaws. In June, the Dean shall convene a special meeting of the new Senate, selected in May, to nominate and elect its ChairpersonChair. If, at the June meeting, no candidate receives the votes of a majority of the entire Senate, a vote of the entire Senate shall be taken by a mail ballot listing the names of the two candidates with the highest numbers of votes. The ChairpersonChair's term of office shall be two years, starting July 1 after the election. No ChairpersonChair shall serve more than two consecutive terms.~~

5.3 At its first meeting on or after July 1, following the May selection of Senators, the newly constituted Steering Committee (see Article 36.1) shall elect, from among its membership, a Vice-ChairpersonChair of the Senate to preside in the absence of the ChairpersonChair (see Article 6.2.3, et seq.), and to record the minutes of Senate and Steering Committee meetings. Minutes of meetings shall be submitted to the appropriate body for approval by a vote of the majority of those in attendance. The Vice-ChairpersonChair's term of office shall be one year, starting July 1begin on -the first business day after the election.
following election.

~~2.1 Upon their agreement to serve, each newly elected Senator will receive a package which will consist of the following documents: (1) a cover letter in which the specific duties, responsibilities and expectations of Senators are delineated; plus (2) copies of (2) the SDM Senate Constitution and Bylaws; and (3) copies of the Bylaws and the Guidelines of the University of Connecticut School of Dental Medicine; and (4) Robert's Rules of order.~~

~~Article Three3 The Election and Duties of the Steering Committee~~

~~Article Six --- Steering Committee~~

6.1 The Steering Committee shall consist of six elected voting members. In addition, the Dean of the SDM and the Chair of the Senate shall be non-voting members of the Steering Committee, except that in the event of a tie vote on any business of the Steering Committee, the Chair may cast a tie-breaking vote. The immediate past Chair of the Senate may also serve as a non-voting *ex officio* member of the Steering Committee upon request by the current Steering Committee.

6.2 Five of the voting members of the Steering Committee shall shall-be elected by and from among the Faculty Senators. The sixth member shall be elected by and from the Dean's Advisory Committee.

6.2.1 The Chair of the Senate shall conduct the election for the five members of the Steering Committee from among the Faculty Senators.

6.2.2 The Dean of the SDM shall conduct the election for the one member of the Steering Committee from the Dean's Advisory Committee.

6.2.3 Annually, at the first meeting of the newly elected Steering Committee, the Chair shall solicit nominations from among the five Faculty Senators on the Steering Committee for the position of Vice-Chair.

6.2.3.1 In the event that more than one of the Faculty Senators on the Steering Committee is nominated, the Chair shall then conduct an election by ballot of all voting members of the Steering Committee. The nominee receiving the highest number of votes shall become Vice-Chair.

6.2.3.2 In the event that only one Faculty Senator on the Steering Committee is nominated and accepts the nomination, that nominee will become the Vice-Chair.

~~6.2 The Steering Committee shall consist of six elected members, all of whom are voting members. Five of the six elected members shall be elected by and from among the Senators. The sixth shall be one Clinical Department Head from the SDM, elected by the three Department Heads. The Dean of the SDM and the Chairperson of the Senate shall be non-voting members of the Steering Committee.~~

~~6. The ChairpersonChair of the Senate shall conduct the election of the FacultyFaculty members of the Steering Committee, following the May election of Senators. In the event of a tie vote for the final position, the names of those tied shall appear on a second ballot. Of the five elected facultyFaculty members of the Steering Committee, one or two members must should be from the SoM Basic Science constituency and three from the Clinical ScienceSDM constituency. The Steering Committee members shall serve terms of one three years, and no member shall serve more than three consecutive terms.~~

6.3 The Steering Committee shall meet monthly or more frequently if necessary. The Steering Committee shall be responsible for the Senate agenda, matters relating to membership of the Senate as indicated in Article Four and for the prior review of matters brought to the Senate for action. A quorum of the Steering Committee shall consist of no fewer than three voting members present. Business of the Steering Committee shall be by majority vote of those present or by using an electronic voting mechanism that may include email voting with no fewer than three votes recorded.

~~*Again, the SoM representation on Senate needs to be revisited.*~~

~~⁴An unexcused absence occurs when a Senator fails to notify the ChairpersonChair, Vice ChairpersonChair or Administrative Assistant when an absence is anticipated or could not be avoided.~~

6.4 The Steering Committee, at any time, may ~~appoint~~create *ad hoc* committees and appoint members to such committees to deal with address issues of importance to the ~~faculty~~Faculty and/or students of the SDM. The Steering Committee shall submit the names of the ~~Chairperson~~Chairs and the members of any *ad hoc* Senate committees for approval by a ~~majority~~ vote of those in attendance at the next regularly scheduled meeting of the Senate. The Steering Committee may appoint ~~faculty~~Faculty or students with appropriate expertise to any *ad hoc* Senate committee.

~~The Steering Committee shall meet monthly, at a minimum, and set the agenda for Senate meetings.~~

6.5 The Steering Committee, when appropriate, may refer new business directly to a Senate Council or committee for review. The Steering Committee shall provide oversight for Senate Councils and committees through regularly scheduled or *ad hoc* meetings with the Council or committee ~~Chairperson~~Chairs.

6.6 The Steering Committee shall recommend and forward to the Senate for confirmation the names of SDM ~~faculty~~Faculty members who will serve as Senate representatives on UConn ~~Health~~HC and University ~~Institutional~~ committees as required.

~~3.1 To provide continuity when the Senate Chairperson Chair is replaced, the previous Senate Chairperson Chair shall serve on the Steering Committee, without a vote, for one year.~~

Article Seven - Standing Councils and *ad hoc* Committees of the Senate

7.1 Standing Councils and *ad hoc* committees of the Senate shall possess suitable representation and expertise to deal with matters within Senate purview.

7.2 The three standing Councils of the Senate shall be the Council on Education, the Council on Research, and the Council on the Academic Environment.

7.2.1 The standing councils of the Senate may include voting participation from the Faculty, students, and/or members of the Dean's Advisory Council.

7.2.2 There shall be student representation on the Council on Education.

7.2.3 Student representatives shall be selected from the appropriate constituencies of predoctoral, resident, graduate, and combined degree students by the Dean or ~~the Dean's~~ their designee.

7.3 Standing Council Members shall be elected by the Senate following the nomination and election process specified herein.

7.3.1 Faculty Council members shall be nominated by the Steering Committee in consultation with the SDM and SOM Department Heads/Division Chairs.

7.3.2 Members from among the SDM graduate students, residents and/or fellows shall be nominated by the Steering Committee in consultation with the Dean or the Dean's designee.

7.3.3 Members from among the SDM predoctoral student body shall be nominated by the administrative leader with responsibility for academic affairs.

7.3.4 Council nominations shall be presented to the Senate for approval at the first meeting of the Senate after July 1, annually. The Senate may vote to accept the nominations of the Steering Committee, upon which

the nominees will be appointed to the Council. In the event that the Senate votes to reject the nominations of the Steering Committee or the Steering Committee fails to present nominations at the first meeting of the Senate in any year, nominations will be taken from the floor of the Senate at the next meeting of the Senate and an election will be held at that meeting, following the nominations from the floor.

7.3.5. Standing Council members from the faculty shall serve for a term of three years or until a qualified successor is duly elected, with approximately two members elected each year.

7.3.6 Standing Council members from among the SDM graduate students, residents and/or fellows shall serve a term of one year, but such term may be extended, by vote of the Steering Committee, for a second year so long as they remain a current graduate student, resident or fellow.

7.3.7 Standing Council members from the predoctoral student body serve a term of one year, but such term may be extended, by vote of the Steering Committee, for a second year and a third year so long as they remain a current predoctoral student.

7.3.8 All vacancies among the membership of the Standing Councils shall be filled for the period of the unexpired term following the same process as described above.

7.3.9 Standing Councils shall have a Chair who is elected by and from among the Council members for one year. The Council may also choose to elect a Co-Chair by and from among the Council members for a one year term.

~~Article Four—General Rules~~

~~4.1 Any member of the facultyFaculty or SDM student bodies who wishes to submit an item of new business for the Senate's consideration shall submit it either to a Senator or to the Steering Committee for presentation at the next meeting of the Senate. New business shall be presented to the Senate for discussion, then shall be referred to the appropriate Council of Senate for review if necessary, and finally shall be presented at the next meeting of the Senate for a vote. Alternatively, with the approval of two-thirds of the Senators present, new business may be voted on at the time of its presentation to the Senate.~~

~~4.2 Attendance by fifty percent of the duly elected Senators shall constitute a quorum for conducting Senate business.~~

~~4.3 A simple majority vote of the quorum of the Senators present and voting at a meeting at which a quorum is present shall suffice for Senate business, except when stated otherwise in these Bylaws or when dictated, for procedural reasons, by Robert's Rules. In the absence of a quorum, votes on pressing business shall be conducted by a mail ballot.~~

~~4.4 Regular meetings of the Senate shall be convened monthly as needed, with the exception of May, when no regular meeting is scheduled. Special meetings of the Senate may be called by the Steering Committee, by the ChairpersonChair with the support of a majority vote of the Steering Committee, or by the President of the University, the Executive Vice President for Health Affairs, the Dean of the SDM, or by a request to the Dean from one-third of the SDM facultyFaculty or one-third of either student constituency.~~

~~4.5 Senate meetings shall be open to facultyFaculty, predoctoral students, dental residents and graduate students, and to members of the Board of Directors and the Board of Trustees, as observers. The privilege of addressing~~

~~the Senate may be extended to observers by a majority vote of the Senators present. Members of the public are not allowed to attend Senate meetings.~~

~~4.6 Any proposals approved by the Senate, which require administrative or departmental implementation, shall be sent to the Dean of the School of Dental Medicine and to other appropriate administrators or Department Heads for their action. The Dean, other administrators or Department Heads shall inform the Senate of progress toward the implementation of its proposals at the next meeting of the Senate, or within a time frame designated by the Senate.~~

Article Eight -- General Rules and Parliamentary Authority

8.1 The Senate, by a two-thirds affirmative vote, may ~~suspend its rules~~alter or amend its rules.

8.2 Regular meetings of the Senate shall be convened monthly or as needed.~~ly as needed.~~

8.3 Special meetings of the Senate may be called by the Steering Committee, by the Chair with the support of a majority vote of the Steering Committee, or by the President of the University, the Executive Vice-President for Health Affairs, or by the Dean of the SDM. In addition, a special meeting of the Senate shall be convened by a request to the Dean from one-third of the SDM Faculty or one-third of the pre-doctoral student body or by one-third of all current residents and fellows.

8.4 Senate meetings are open to the public and subject to FOI Open Meeting Requirements under C.G.S. § 1-225. These individuals may not participate in the business of the Senate unless authorized by a simple majority vote of the members present.

8.5 The Senate may vote to enter closed executive session as appropriate and allowed under statute C.G.S. § 1-200. This will require a 2/3 vote of the committee members present and voting, taken in public, and stating the reasons for executive session. Only voting members of the Senate and individuals invited by general consent or a majority vote of the Senate shall be present during an executive session.

8.6 Attendance by fifty percent of the Senators shall constitute a quorum for conducting Senate business.

8.6.1 Any Senate meeting may be conducted in person, by telephone, by web/video conference and attendance at in-person Senate meetings may be by telephone or web/video conference.

8.6.2 Votes on Senate business may be conducted at Senate meetings with a quorum present or, at the discretion of the Chair, by electronic vote system or email vote, with a minimum of 50% of Senators submitting a vote.

8.6.3 Unless otherwise indicated in this Constitution and Bylaws, all votes on main motions before the Senate shall be by simple majority or by unanimous consent, unless otherwise indicated herein. Upon request by a minimum of two fifths of those members present, a roll call vote shall be conducted by the Chair.

8.7 The Senate may consider new business brought up by any Senator, any member of the SDM Faculty or any member of the SDM student bodies.

8.7.1 Any Senator who wishes to submit an item of new business shall submit the time to the Steering Committee for inclusion on the agenda of a subsequent Senate meeting. ~~of new business shall submit the item to the Steering Committee for inclusion on the agenda of a subsequent Senate meeting.~~

8.7.2 Any SDM faculty member or student who wishes to submit an item of new business shall submit the item to any Senator or to the Steering Committee. Any Senator who receives a submission of new business from a faculty member or student shall refer the item to the Steering Committee for inclusion on the agenda of a subsequent meeting of the Senate.

8.7.3 All new business shall be presented to the Senate for discussion and then shall be referred to the appropriate Council or committee of the Senate, or to the Steering Committee for further review or consideration. Following referral to a Council, Committee or Steering Committee, any item requiring further Senate action, upon recommendation by that Council, committee or at the discretion of the Steering Committee, shall be included on the agenda of a subsequent meeting of the Senate.

8.8 Any proposals approved by the Senate, which require administrative or departmental implementation, shall be sent to the Dean of the School of Dental Medicine and to other appropriate administrators or Department Heads for their action. The Dean, other administrators or Department Heads shall inform the Senate of progress toward the implementation of its proposals at the next meeting of the Senate, or within a timeframe designated by the Senate.

8.9 In the event of a conflict between ~~the administration and the~~ Senate ~~and the,~~ or Department Heads ~~and the Senate,~~ -e.g., in the ~~administrative or~~ departmental implementation of a Senate-approved proposal, ~~an~~ *ad hoc* committee consisting of three Senators, appointed by the Steering Committee, and ~~the Department Heads shall meet with the Dean or the Dean's designee for the purpose of trying to~~ ~~three representatives of the administration,~~ ~~appointed by the Dean, shall endeavor to~~ reach a mutually agreeable resolution of differences. Such resolution of differences will be reported in a timely fashion by the ~~Senate members of the~~ *ad hoc* committee to the ~~full~~ Senate. If no satisfactory resolution can be reached, ~~the Dean or the Dean's~~ ~~the following grievance procedure shall be followed: If a two-thirds majority or more of the Senate supports the grievance, it shall be presented to the Board of Directors of the UConn Health Center, or its designee~~ ~~the Dean or the Dean's designee shall make a decision that resolves the matter or matters in dispute,~~ ~~who may choose either to hear the grievance, decline to hear the grievance, mediate the grievance or to refer it (e.g., to their Academic Affairs subcommittee or other appropriate body).~~

8.10 In the event of a conflict between the Dean and the Senate, an *ad hoc* committee consisting of three Senators, appointed by the Steering Committee, and three representatives of the administration, appointed by the Dean, shall endeavor to reach a mutually agreeable resolution of differences. Such resolution of differences will be reported in a timely fashion by the *ad hoc* committee to the Senate. If no satisfactory resolution can be reached, the Senate may vote to refer the matter for further consideration by the Academic Affairs Subcommittee of the Board of Directors of UConn Health.

8.10.1.1 Upon a vote of two-thirds majority of the Senate in support of the referral, the matter or matters in dispute shall ~~be~~ ~~be~~ presented to the Academic Affairs Subcommittee of the Board of Directors of UConn Health, or its designee.

8.10.2 The Academic Affairs Subcommittee may choose to hear the referral, decline to hear the referral, mediate the matter or matters or to refer it to any other appropriate body for intervention (e.g., to the Office of the Provost of the University).

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8.10.3 Should the Academic Affairs Subcommittee decline to hear the referral, the Dean or the Dean's designee shall make a decision that resolves the matter or matters in dispute. Such decision shall be final.

8.10.4 Any decision on the matter or matters in dispute made by the Academic Affairs Subcommittee other than declining to hear the referral or any intervention made by any other appropriate body based on a referral from the Academic Affairs Subcommittee shall be final.

~~8.3.1~~

8.48.11 ~~Minutes of meetings shall be submitted at the next meeting for approval by a vote of the majority of those in attendance. There shall be a Senate website. The minutes of the Senate, Steering Committee and standing committee meetings shall be~~ ~~posted on the Senate website and available to all members of the constituencies represented.~~ ~~Once approved, the minutes of all Senate meetings, except those pertaining to an executive session, shall be posted publically in a manner consistent with the State of Connecticut Freedom of Information Act.~~

8.12 The Senate can be dissolved only with the approval of two-thirds of its total membership. If dissolved, an election shall be ~~held~~ ~~conducted by the Dean~~ within 30 days to form a new Senate for the remainder of that year.

8.12.1 -The composition of the Senate shall be consistent with Article Three of these bylaws.

8.12.2 The nominations and election processes should be conducted to the extent possible, as determined by the Dean or the Dean's designee, in a manner that is consistent with Article Four of these Bylaws.

8.12.3 Following the election, ~~One~~one-, two- ~~or~~ and three--year terms of office, as defined in Article 4.1, shall be assigned--assigned by lot, by the Dean ~~or a~~ the Dean's ~~designee~~, by lot.

8.13 In the absence of any controlling rules or procedures, including those for voting on privileged or subsidiary motions, the most current available version of Robert's Rules of Order, Newly Revised, will be the Senate's parliamentary authority.

PROBATION FOR STUDENTS WHO SUCCESSFULLY APPEAL DISMISSAL

Students whose dismissal is reversed by successful petition and who are permitted to remediate deficiencies will be placed on probation for one year from the date of the petition hearing. The ASC will review the status of students on probation annually and prior to graduation. The ASC may remove students from probation upon successful remediation. Students will automatically be dismissed if they receive a grade of **D, E,** or **unsatisfactory** or an **unsatisfactory competency evaluation** in any course during the time on probation.

Article ~~Five~~Nine -- Amendments

~~9.1~~ Amendments to the structure or operation of the Senate, as defined in ~~this document~~the SDM Senate Constitution ~~or these Bylaws~~guidelines, may be proposed if supported by the votes of two-thirds of the Senators present and voting at a meeting of the Senate at which a quorum is present, or one-third of the SDM ~~faculty~~Faculty as defined in Section I, Article ~~One~~1.1 of the ~~se~~Bylaws SDM Bylaws.

~~9.1~~

~~9.2~~

~~9.3~~ A meeting of the ~~faculty~~Faculty shall be convened by the Dean to consider such amendments. The Dean ~~or their designee~~ shall preside, and the only business of the meeting shall be the discussion of the proposed amendment(s). If revisions ~~—~~to the proposed amendments and/or revisions ~~of to~~ other sections of ~~the Constitution and or these Bylaws~~these guidelines are suggested, any such ~~changes~~revisions must be approved as described in Article ~~5~~9.1 of these ~~Bylaws~~guidelines and discussed by the ~~faculty~~Faculty at a meeting convened by the Dean.

~~9.4~~

~~9.2~~

~~9.3~~ The proposed amendment(s) shall be voted on within seven calendar days following the ~~faculty~~Faculty meeting. Adoption of amendments (subject to Board approval as specified in Section ~~5~~9.4 below) shall require the affirmative votes of two-thirds of the Senators ~~or~~ and the affirmative votes of a majority of ~~those~~ member of the SDM ~~faculty~~Faculty voting as defined ~~in Section I, Article One of the SDM Bylaws~~.

~~9.5~~ Any amendments to the Senate Constitution or these Bylaws shall require approval by the Board of Directors and/or the Board of Trustees as specified in the Bylaws of the University of Connecticut before they become effective ~~in Article 1.1 of the Bylaws~~.

9.4

~~This document and subsequent Any amendments to the Senate Constitution or these Bylaws shall require approval by the Board of Directors and/or the Board of Trustees as specified in the Bylaws of the University of Connecticut before they become effective.~~

Approved by BOD: ~~XXXXXXXXXXXX~~ June 11, 2007

A Standing Council of the School of Dental Medicine Senate

Name of Council: Council on the Academic Environment

Composition: The Council on the Academic Environment shall consist of six ~~faculty~~ Faculty members and one postdoctoral student (from among the SDM graduate students, residents and/or fellows), no less than four of whom ~~are shall be faculty members~~ from School of Dental Medicine (SDM) ~~Clinical Departments~~ and ~~two no less than one who shall be a faculty member be from the School of Medicine. from Basic Science Departments.~~ Eligibility for Council membership is ~~restricted to voting faculty~~ Faculty SDM Faculty serving on the Council on the Academic Environment may ~~of the SDM, who do~~ not hold simultaneous administrative appointments. The Council on the Academic Environment ~~The Standing Council should~~ shall also invite include one representative from among the SDM graduate students, residents and/or postdoctoral fellows representation.

~~Faculty SDM Council members shall be selected~~ nominated by the Steering Committee in consultation with the SDM and SOM by the Department Heads/Division Chairs. The representative from among the SDM graduate students, residents and/or fellows shall be nominated by the Steering Committee in consultation with the Dean or the Dean's their designee.

~~Council nominations shall be presented to the Senate for approval at the first meeting of the Senate after July 1, annually. The Senate may vote to accept the nominations of the Steering Committee, upon which the nominees will be appointed to the Council. In the event that the Senate votes to reject the nominations of the Steering Committee or the Steering Committee fails to present nominations at the first meeting of the Senate in any year, nominations will be taken from the floor of the Senate at the next meeting of the Senate and an election will be held at that meeting, following the nominations from the floor. SoM e~~ Council members shall be selected by the Senate Chair in consultation with the Steering Committee. The selection of the Council shall be by the two-ballot method.²

~~Each Faculty Council member shall serve for a term of three years or until a qualified successor is duly selected and qualified~~ appointed, with approximately two members elected appointed each year. Each Council member will serve for a term of three years. Initially, two members will serve for one year, two for two years and two for three years. The initial terms of office will be determined by lottery. No faculty Faculty member may serve more than two consecutive terms.

~~The representative from among the SDM graduate students, residents and/or fellows shall serve a term of one year, but such term may be extended, by vote of the Steering Committee, for a second year so long as they remain a current graduate student, resident or fellow.~~

~~Se~~ Election of Council members shall take place in June, and the selection shall be conducted by the Senate Chairperson Chair. The newly selected committee Council members will assume their duties on July 1. Vacancies shall be filled for the period of the unexpired term by a special election, following the same process as described above.

~~The Council chairperson~~ Chair shall be selected by and from among the committee Council members for one year. The Council may also choose to elect a Co-Chair by and from among the Council members for a one year term. The terms of the Chair or Co-Chair can be renewed.

Reports to:

The Council reports to the SDM Senate. The Council ~~chairperson~~Chair will meet with the Steering Committee at least quarterly to report on the Council's activities. Minutes of the Council meetings, and recommendations approved by the Senate, shall be posted on the Senate website, which will be accessible to all ~~faculty~~Faculty; and to enrolled students/residents.

Duties:

As an advisory committee, ~~t~~The duties of this Council are to discuss matters of significant interest to the ~~faculty~~Faculty and to relay its findings and views to the Senate. Such matters are specifically defined neither in the University Laws and By~~l~~aws nor in the ~~Guidelines~~Bylaws of the SDM.

Approved by ~~BOD~~SDM Faculty: ~~XXXXXXXXXXXX~~June 11, 2007

A Joint Standing Council of the School of Dental Medicine Senate and Administration

Name of Council: Council on Education

Composition: The Council shall consist of 8 ~~faculty~~Faculty members, one predoctoral student, ~~one postdoctoral student~~one postdoctoral student (from among the SDM graduate students, residents and/or fellows), one School of Dental Medicine (SDM) unit leader from one of the SDM organizational units~~department head,~~ and the Associate Dean for Education and Patient Care ~~(or~~ administrative leader(s) with equivalent responsibility for in-academic affairs and clinical affairs within the SDM), ~~and the Dean for Academic Affairs of the School of Medicine.~~ No less than six of the faculty members of the Council shall be faculty members from School of Dental Medicine (SDM) and no more than two SDM faculty members on the Council shall have primary appointments in the same organizational unit. No less than one faculty member of the Council shall be a faculty member be from Each of the three SDM clinical departments will be represented by two facultyFaculty members, ~~and~~ the ~~the seven~~ basic science departments of the School of Medicine ~~will be represented by a total of two faculty~~Faculty members. All Council members shall have voting privileges. The Council shall elect a C~~chair~~person/Co-Chair~~person~~ from among its SDM ~~faculty~~Faculty members, including those holding administrative positions. The Council Chair shall be elected by the Council members for one year. The Council may choose to elect a Co-Chair. The terms of the Chair or Co-Chair can be renewed. The Standing Council should invite graduate student, resident and/or postdoctoral fellow representation.

Selection: ~~Faculty Council members shall be nominated by the Steering Committee in consultation with the SDM and SOM Department Heads/Division Chairs. The representative from among the SDM graduate students, residents and/or fellows shall be nominated by the Steering Committee in consultation with the Dean or the Dean's designee.~~

~~[[[Faculty~~Faculty Council members shall be elected by the faculty~~Faculty~~ of their respective departments. The elections will be held~~take place~~ in June, and the elected faculty~~Faculty~~ members will assume his/her~~their~~ duties on July 1. One representative from each SDM department will be elected each year, and will serve a term of two~~three~~ years with the option to renew. No faculty member may serve more than three consecutive terms. The SDM ~~D~~department ~~H~~head representative shall be selected by the three ~~D~~department ~~H~~heads, and must not be a member of any other SDM Senate Council. The student members will be selected by the Associate Dean for Education and Patient Care (or administrative leader with equivalent responsibility in academic affairs). The Council members must have appropriate expertise and interest in education, and must communicate the activities, recommendations and decisions of the Council to their departmental colleagues. ~~]]]~~

Reports to: This Council reports to the SDM Senate. Council activities and recommendations will be communicated regularly to the SDM administration. The Council C~~chair~~person/Co-Chairs will meet with the Senate Steering Committee at least quarterly to report on the Councils' activities. Minutes of the Council meetings, recommendations and decisions of the Council will be posted publicly and on

~~the Senate website, which will be~~ accessible to all ~~faculty~~Faculty, and to enrolled students/residents.

Duties:

This Council will meet at least monthly to oversee the development, modification, evaluation and measurement of educational programs at all levels: predoctoral, postdoctoral, continuing, and other related programs in the SDM. The Council is, thus, authorized to recommend policies and procedures for educational programs, admission, evaluation and promotion of students. The Council also may recommend the development or elimination of courses as the requirements of students, the SDM, and the profession change with time. To aid in its charge, the Council may appoint subcommittees (e.g. Predoctoral Education, Postdoctoral Education, Continuing Education, and Educational Review) composed of ~~faculty~~Faculty members and administrators with appropriate expertise and students from appropriate constituencies. –The ~~Chairperson~~Chair/Co-Chairs of the Council on Education will serve as liaison to the Offices of ~~Faculty~~Faculty Development and Continuing and Community Education in the School of Medicine.

Approved by SDM Faculty:

~~Implementation of policies and procedures established by the Senate will be the responsibility of the Dean, who may elect to charge administrative committees or staff with specific tasks. These administrative committees may, at the discretion of the Dean, include members of the Senate or its Councils or committees. Senate representation serves as a conduit between related Councils and committees, and ensures that implementation strategies employed by administration are consistent with the policies and direction set by the Senate.~~

~~Approved by BOT: **June 11, 2007**~~

A Joint Standing Council of the School of Dental Medicine Senate and Administration

Name of Council: Council on Research

Composition: This Council shall consist of one member from each ~~of the three D~~departments of the School of Dental Medicine (SDM), one member ~~from~~ each ~~from of the~~ type 2 centers of the SDM, one SDM ~~D~~department ~~H~~head/~~D~~ivision Chair, at least one, but no more than two members representing the basic science departments of the SoM, one postdoctoral student (from among the SDM graduate students, residents and/or fellows) and ~~and~~ the Associate Dean administrative leader responsible for rResearch of the SDM ~~and the Associate Dean for Research and Planning of the School of Medicine.~~ -All Council members shall have voting privileges. ~~The Council shall elect a chairperson~~Chair from among its SDM facultyFaculty members. ~~The Council Chair shall be selected by the Council members for one year. The Council may choose to elect a Co-Chair. The terms of the Chair or Co-Chair can be renewed.~~ ~~—The Standing Council should invite graduate student, resident and/or postdoctoral fellow representation.~~

Selection: ~~Faculty Council members shall be nominated by the Steering Committee in consultation with the SDM and SOM Department Heads/Division Chairs. The representative from among the SDM graduate students, residents and/or fellows shall be nominated by the Steering Committee in consultation with the Dean or the Dean's designee.~~

~~[[[SDM facultyFaculty Council members shall be elected by the faculty offrom their respective departments and centers. The basic science facultyFaculty members will be elected from among all of the basic science facultyFaculty. The selections will be held in June, and the elected facultyFaculty members will assume his/hertheir duties on July 1. FacultyFaculty members will serve a term of three years; no facultyFaculty member may serve more than two consecutive terms. The SDM Ddepartment Hhead/Division Chair representative shall be selected by the three Ddepartment Hheads, and must not be a member of any other SDM Senate Council. The Council members must have appropriate expertise and interest in research, and must communicate the activities, recommendations and decisions of the Council to their departmental colleagues.]]]~~

Reports to: This Council reports to the SDM Senate and the SDM administration. The Council ~~C~~hairperson will ~~meet with the Steering Committee~~report to the Senate at least quarterly and ~~with to~~ the SDM Executive Committee on an as needed basis to report on the Council's activities. Minutes of the Council meetings, recommendations and decisions of the Council will be posted on the Senate website, which will be accessible to all ~~facultyFaculty~~; and to enrolled students/residents.

Duties: As an advisory committee to the Dental Senate, tThis Council will meet at least

monthly to initiate, develop, recommend and evaluate policies concerning all aspects of research. Additionally, the Council will promote SDM research initiatives, SDM interests in strategic and signature program initiatives, technology transfer, and ~~faculty~~Faculty mentoring and collaborative relationships. To aid in its charge, the Council may appoint subcommittees composed of ~~faculty~~Faculty members and administrators with appropriate expertise and students from appropriate constituencies.

Approved by BOD: ~~XXXXXXXXXXXX~~SDM Faculty: June 11, 2007

Senate Membership

15 elected Senators from the full and part-time SDM ~~clinical~~ faculty

7 elected Senators from the full-time Basic Science faculty

1 elected Senator from the predoctoral dental student body

1 elected Senator from the postdoctoral dental student body

Total: 24 members

Standing Councils

**COUNCIL ON
EDUCATION**

Total: 13 members

- 8 faculty members
- 1 predoctoral student
- 1 postdoctoral student
- 1 SDM Department Head
- Associate Dean for Education and Patient Care
- Associate Dean of Academic Affairs of the School of Medicine

**COUNCIL ON ACADEMIC
ENVIRONMENT**

Total: 6 members

- 4 faculty from SDM ~~Clinical~~ Departments
- 2 faculty from SoM Basic Science Departments

COUNCIL ON RESEARCH

Total: 9 members

- 1 member from each of the ~~three~~ SDM Departments
- 1 member from each of the ~~of the~~ Type 2 centers of the SDM
- 1 SDM Department head
- 2 faculty from the Basic Science Departments
- SDM Associate Dean of Research
- ~~School of Medicine Associate Dean for Research and Planning~~

Note:

Revised July, 2011 to reflect current position title and organizational structure

To the members of the Academic Affairs Subcommittee of the Board of Directors:

UConn School of Medicine Oversight Committee Report

1) Departmental Reviews

The School of Medicine (SOM) Oversight Committee (OC) is charged with initiating and monitoring “all department, center, and other reviews mandated by the Bylaws of the School of Medicine.” As part of this oversight duty and in consultation with the Dean’s office, the Oversight Committee presents the following report for Departmental/Center reviews.

Status of Departmental and Type II Center Reviews

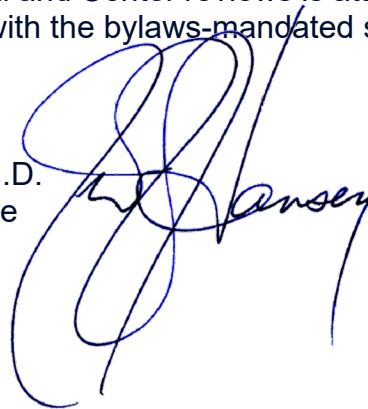
The following reviews are scheduled to be done in 2023.

- The Department of Medicine – October 2023
- The Department of Anesthesiology – 27 September 2023

The review of the Health Disparities Institute has been pushed to 2024 because of the new Center Director. Following a decision by the Provost, the review of the Cato T. Laurencin Institute for Regenerative Engineering will begin in the next review cycle starting in 2030.

A spreadsheet of the schedule of Departmental and Center reviews is attached to this report. At the present, we remain (generally) compliant with the bylaws-mandated schedule.

Respectfully submitted by Marc F. Hansen, Ph.D.
Chair, School of Medicine Oversight Committee



Updated Review Cycles

Department and Center Review Cycles	Created	Chair appted	Most Recent Review	Comments	2023	2024	2025	2026	2027	2028	2029
Medicine		2023	2015	Review scheduled 10/2023	2023						
Anesthesiology			never	Review scheduled 09/2023	2023						
Surgery		2011	2016			2024					
Health Disparities Institute	1996	2023	2013	Review moved to 2024		2024					
Carole and Ray Neag Comprehensive Cancer Center	2004	2010	2016			2024					
UConn Center on Aging	2008	2000	2016			2024					
Center for Vascular Biology	1998	2010	2016			2024					
Cell Biology		2011	2017				2025				
Community Medicine and Health Care		1997	2017				2025				
Emergency Medicine	1997	2016	2017				2025				
Dermatology	1997	2016	2017				2025				
Obstetrics and Gynecology		2014	2018					2026			
Psychiatry		2012	2018					2026			
Pediatrics		2013	2018					2026			
Immunology	2005	2014	2019						2027		
Neurology		2016	2019						2027		
Genetics and Genome Sciences	1998	2018	2021							2028	
Neuroscience	1999	2000	2021							2028	
Molecular Biology and Biophysics	2003	2003	2021							2028	
Diagnostic Imaging and Therapeutics		2017	2021							2028	
Pat and Jim Calhoun Cardiology Center	2004	2004	2021							2028	
Family Medicine		2016	2021							2028	
UConn Musculoskeletal Institute	2004	2013	2022								2029
Orthopedic Surgery		2013	2022								2029
Pathology and Lab Medicine	2005	2018	2022								2029
Center for Cell Analysis and Modeling	2005	2005	2022								2029
Cato T. Laurencin Institute for Regenerative Engineering	2023	2023									

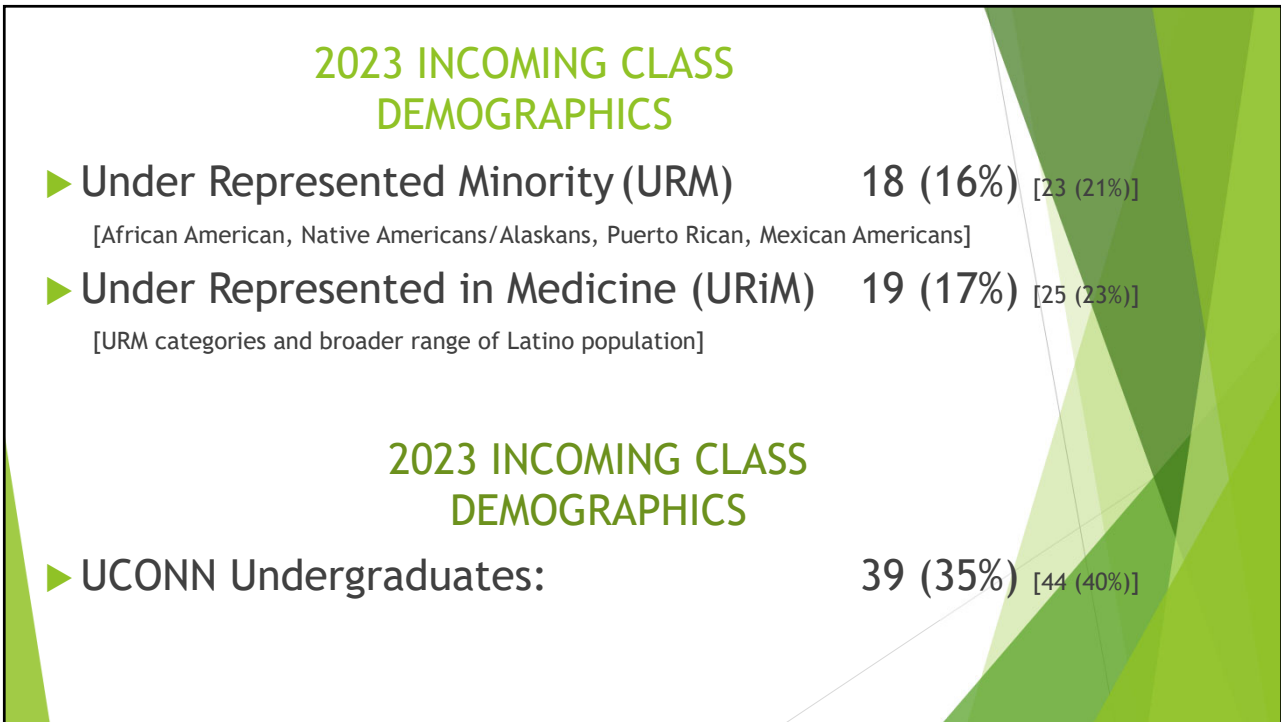


**PRELIMINARY PROFILE
2023 ENTERING CLASS
UCONN SCHOOL OF MEDICINE
(Class of 2027)**

Thomas J. Regan, MD, FACEP
Assistant Dean of Admissions
UCONN School of Medicine

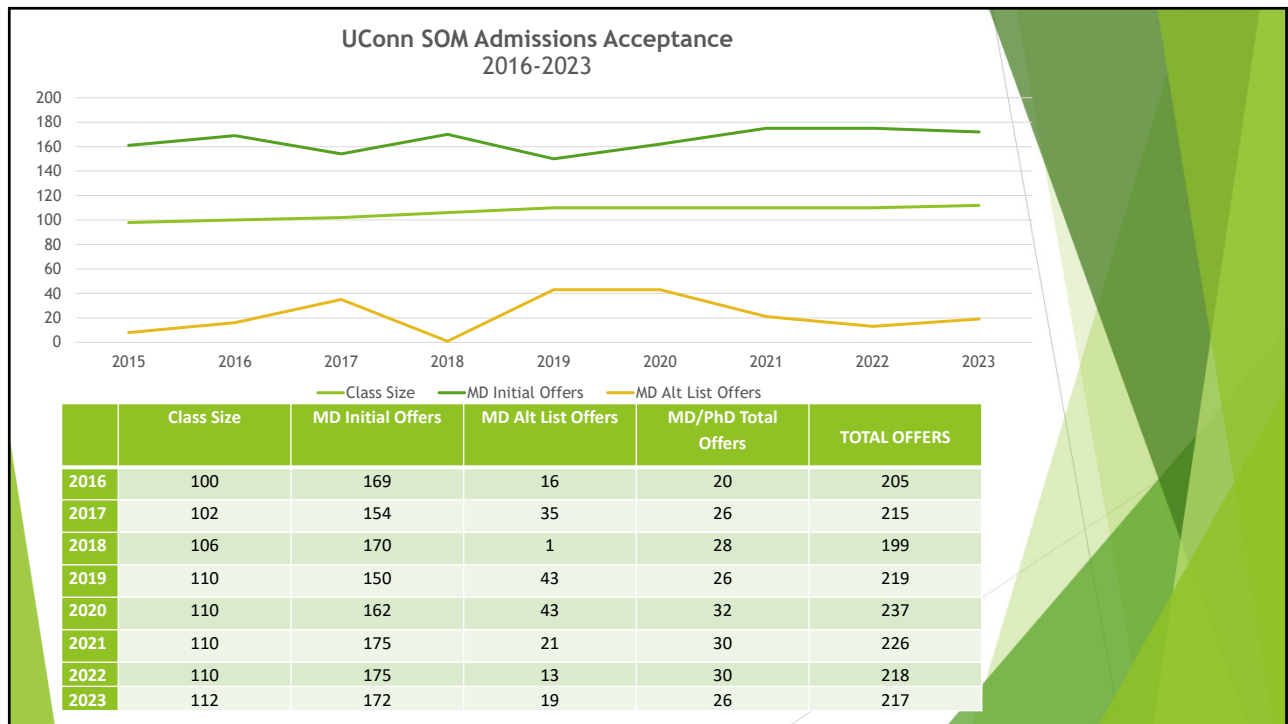
2023 INCOMING CLASS DEMOGRAPHICS

▶ Total MD Applications:	4,336	[4030/4,722]
▶ Incoming Class Size:	112	[110]
▶ Non-Resident:	27 (24%)	[37 (34%)]
▶ CT Resident:	85 (76%)	[73 (66%)]
▶ Average Age:	23 years old	[24 yo]
▶ Female:	64 (57%)	[66 (60%)]
▶ Male:	48 (43%)	[44 (40%)]



2023 INCOMING CLASS ADMISSION YIELDS

- ▶ Regular MD & MD/PhD applicants: 51.6% [50.4%]
(1.9 offers per 1 matriculate) [1.9]
- ▶ Regular MD applicants only: 54.4% [54.2%]
(1.8 offers per 1 matriculate) [1.8]
- ▶ MD/PhD applicants only: 30.7% [26.6%]
(3.73.2 offers per 1 matriculate) [3.7]



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