

July 17, 2024

TO: Members of the Board of Trustees
FROM: Daniel D. Toscano, Chair
RE: Delegation of Authority to Effectuate Contractual Provisions

RECOMMENDATION:

That the Board of Trustees delegate authority to the Chair of the Board of Trustees to make decisions and/or implement any necessary actions related to personnel matters, including contracts and contract provisions, for employees who report to the Board.

RESOLUTION:

Resolved by the Board of Trustees that the Chair, following consultation with the Board, may make decisions and/or implement any necessary actions related to personnel matters, including contracts and contract provisions, for employees who report to the Board. The Chair will report any such action to the Board as soon as reasonably practical, but in no event later than the next regularly scheduled Board meeting.

BACKGROUND:

Sec. 10a-108. (Formerly Sec. 10-120) of the Connecticut General Statutes state:

“The board of trustees shall appoint a president of the university ... The board of trustees may employ the faculty and other personnel needed to operate and maintain the institutions under its jurisdiction. Within the limitation of appropriations, the board of trustees shall fix the compensation of such personnel, establish terms and conditions of employment and prescribe their duties and qualifications”

The Board has delegated authority to fix compensation of University personnel to the President and the President’s designees (see resolution dated October 23, 2013). The Board retains the authority to fix compensation and associated benefits for the President and other personnel who report directly to the Board. Further, following discussions of personnel matters of individuals who report to the Board, the Board may vote to delegate authority to an individual, often the Chair, to effectuate a contract or a contract provision, such as a performance incentive. This delegation allows for more focused negotiation or action on behalf of the Board.

To avoid the need for such individual delegations, it is recommended that the Board delegate authority to the Chair to make decisions and/or implement any necessary actions with respect to personnel matters, including contracts and contract provisions, for employees who report to the Board, provided the Chair first consults with the Board. The Chair shall document the exercise of such delegated authority in writing and copied to the appropriate University offices (e.g., Human Resources, Payroll, General Counsel).