

9-17-2012

2012 September 17

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## MINUTES OF THE UNIVERSITY SENATE

September 17, 2012

1. The regular meeting of the University Senate September 17, 2012 was called to order by the President of the University, Susan Herbst at 4:04 PM.
2. President Herbst opened the floor for nominations for Moderator of the University Senate for the 2012-2013 academic year. Senator Moiseff nominated Senator Spiggle. The nomination was seconded by Senator Zirakzadeh. Senator Spiggle was elected Moderator of the University Senate for the 2013-2013 academic year. President Herbst yielded the floor to Moderator Spiggle.
3. Moderator Spiggle opened the floor for nominations for Secretary of the University Senate for the 2012-2013 academic year. Senator Hamilton nominated Robert Miller. The nomination was seconded by Katrina Higgins. Robert Miller was elected Secretary of the University Senate for the 2012-2013 academic year.
4. Following custom for the first meeting of an academic term, Moderator Spiggle requested each Senator to rise and introduce themselves and state their department affiliation.
5. Approval of the Minutes

Moderator Spiggle presented the minutes of the meeting of April 23, 2012 for review.

### **The minutes were approved as written.**

6. Report of the President

President Herbst welcomed the Senate to the academic term. She reiterated her goals for the University: academic success and academic achievement. She stated that everything we do should support the attainment of these goals.

President Herbst described progress in the various on-going administrative searches including the search for a permanent University Provost. The search committee for the open Provost is chaired by Cameron Faustman, Associate Dean of the College of Agriculture and Natural Resources. President Herbst stated that she would like to have an announcement of the new provost by the end of the calendar year. There is also an ongoing search for a Vice President for Research; the search committee for that position is now being formed. President Herbst stated that this important search should “lag” the Provost’s search, so that the new Provost will be in place when the VP for Research is hired.

A search is also in place for a Chief Master Planner and University Architect to undertake the next round of building projects on the campus. The Provost’s Office is also overseeing searches for Deans of Nursing and of Law. President Herbst thanked all who have worked throughout the summer and then entertained questions from Senate members. There were none.

7. Senator Moiseff presented the report of the Senate Executive Committee

(Attachment #1)

## 8. Moderator Spiggle presented the Consent Agenda

**The Senate voted to approve the Consent Agenda reports as presented.**

1. Annual Report of the Diversity Committee.

(Attachment #2)

2. Report of the Curricula and Courses Committee.

(Attachment #3)

3. Report of the Nominating Committee

(Attachment #4)

## 9. Vice Provost for Diversity Jeffrey Ogbar presented the Annual Diversity Report.

(Attachment #5)

Senator Ogbar first described the genesis of his own, new position and its evolution from the previous conception of a position that had included international affairs as well. He emphasized that the position of Vice Provost for Diversity was central to the current academic plan. Vice Provost Ogbar outlined the necessity for initiatives and strategies to maximize the diversity of applicant pools for our now rapidly expanding faculty. Vice Provost Ogbar is now in the process of staffing his office.

He outlined several of the institutional efforts and committees currently working to increase diversity on campus. He announced that there will be a town hall meeting on October 10<sup>th</sup> at 4:00PM in the Dodd Center to present new plans, policies and initiatives to the general university population.

He presented statistics concerning the present state of diversity among the faculty and progress made in this area. The Commission on Diversity report from 2002 established a set of five year goals. When Senator Ogbar examined those goals and recent (2010) data from Office of Institutional Research he found that all of those goals have been met and so he now suggests that it would be appropriate to set new and even more ambitious goals.

He went on to describe progress made in increasing diversity among the student body. An improvement in graduation rate is a concern that still exists. Although all our students are now graduating at record rates, when the data are disaggregated Senator Ogbar finds that great disparities exist for African American and Hispanic males. For all groups, men graduate at a lower rate than women. On the other hand, African American women have a four year graduation rate approximating those of white males (within one percent.)

Ogbar announced the launch of a new website, [www.diversity.uconn.edu](http://www.diversity.uconn.edu), that provides information and important links. The web site will be expanding throughout the year and the information will be of particular interest to search committees as the university continues its faculty expansion.

Senators raised concerns concerning recruitment and retention of faculty of color and also the administrative “shuffling” concerning moving the international Center from the Student Union to McMahon Hall. Provost Choi answered that the move gave the center more space that is student accessible.

Senator Freake asked that diversity data be assembled for various fields of study, especially STEM programs. Senator Ogbar agreed that better information is needed and described efforts and analyses that are on-going.

10. Moderator Spiggle inquired if there was any new business. There was none.

11. There was a motion to adjourn.

The motion was approved by a standing vote of the Senate.

The meeting adjourned at 4:45 PM.

Respectfully submitted,

Robert Miller  
Professor of Music  
Secretary of the University Senate

The following members and alternates were absent from the September 17, 2012 meeting:

Aindow, Mark  
Armstrong, Lawrence  
Barreca, Regina  
Becker, Loftus  
Boyer, Mark  
Bushmich, Sandra  
Chazdon, Robin  
Desai, Manisha  
Forbes, Robert

Gianutsos, Gerald  
Holz-Clause, Mary  
Madaus, Joseph  
Mannheim, Philip  
McGavran, Dennis  
O'Neill, Rachel  
Parks, Cheryl  
Raheim, Salome  
Recchio, Thomas

Siegle, Del  
Skoog, Annelie  
Teitelbaum, Jeremy  
Teschke, Carolyn  
Torti, Frank  
Visscher, Pieter  
Weiner, Daniel

**Report of the Senate Executive Committee**  
to the University Senate  
September 17, 2012

The Senate Executive Committee welcomes Senators to the beginning of another academic year. We look forward to a year in which we discuss and debate issues with each other and the university's Senior leadership.

The Senate Executive Committee has met thirteen times since the last meeting of the University Senate on April 23<sup>rd</sup>. Eleven of these meetings took place over the summer and included meetings Suzanne O'Connor, Counsel to the UConn Foundation, External Reviewers who were studying the operation and needs of the University IT enterprise, each of the candidates for the Vice Provost for Diversity position, and each of the four candidates for the Vice Provost for International Affairs. On August 27 the SEC met to begin coordinating this year's Senate activities.

On September 7 the Senate Executive Committee met in closed session with President Herbst. Afterwards it met with the Chairs of the Standing Committees to plan for the agenda of this meeting and to coordinate the activities between the committees. There are a variety of issues that are now pending in committee. These include the University Budget Committee's continued monitoring of tuition on grants; the status of the change to the bylaws concerning mandatory teaching evaluations; how the stopped tenure clock affects faculty taking time due to the Family Medical Leave Act; a post-review of the bunched final exams and assessments; and an update on the recently reorganized Building and Grounds Committee.

On September 14, the Senate Executive Committee met in closed session with Interim Provost Choi. Afterwards we met with Richard Gray, Wayne Locust, Mun Choi, Suman Singha, and John Saddlemire. The Senate Executive Committee heard brief updates on the status of Kualii, the increasing of faculty travel awards including an increase in the allowance for food and lodging, the status of the search for a Director of Research Development. The SEC was informed that move-in at the beginning of the semester went smoothly and that the incoming class at Storrs is settling in at 3,114 - that from approximately 30,000 applications. The SEC appreciates the continued open dialog between the Senate and the Administrators. Provost Choi commented about the success of the UConn/Jackson Lab symposium that was held in the Student Union Theater at Storrs. There were approximately 400 participants representing faculty from Storrs, UCHC, and Jackson Labs.

The Senate Executive Committee is grateful to Senator Susan Spiggle for serving as Moderator of the Senate this academic year and to Robert Miller for serving as Secretary.

Respectfully submitted,  
Andrew Moiseff  
Chair, Senate Executive Committee  
September 17, 2012

## **University Senate Diversity Committee Annual Report April 2012**

**Committee Charge:** The Senate Diversity Committee shall review University policies, practices, and conditions relevant to supporting and promoting diversity among students, faculty, and staff. This committee may recommend any desirable expressions of Senate opinion on these matters.

**Diversity Committee Members 2011-2012:** \*Anne Hiskes, Chair; Claire Berube, Undergraduate Student; Tracie Borden, representative of the Growth & Development Committee; Angela Brightly, representative of the University Budget Committee; \*Sandra Bushmich; Elizabeth Conklin, ex-officio representative of the President's Office; Maureen Croteau, representative of the Enrollment Committee; \*Michael Darre; \*Manisha Desai; \*Gay Douglas, representative of the Scholastic Standards Committee; Kathleen Labadorf, representative of the Curricula & Courses Committee, Maria Martinez, Shari Masinda; Ortega; Willena; Eugene Salorio; Pamela Schipani; Robert Stephens; \*Katharina von Hammerstein (\*Senate Member 2011/2012)

The Diversity Committee met eight times during AY 2011-2012, on September 19, October 17, November 14, December 12, January 18, February 15, March 7, and April 11.

During this time the Committee approved four action items and invited a number of guests to provide updates and discuss diversity-related issues affecting students, faculty and staff.

### **A. Action Items.**

**1. Recommendation to Joseph Sassi regarding the position of Associate Vice President for Equity and Diversity. (September 19)** The committee discussed the desired position responsibilities and qualities for the next AVP for Diversity and Equity. The Committee recommended that the position be split between compliance-related duties and academic responsibilities.

**2. Recommendation regarding the draft document "FAQ-FMLA Related Tenure Clock/PTR Probationary Period Extension" (October 17).** The Committee recommended no changes besides those already made by A. Howell and A. Mackay.

The committee recommended that a systematic process for communicating and disseminating the FAQ-FMLA information about the tenure clock and PRT probationary period extension. The Provost should formally charge the deans to charge their department heads to proactively educate new faculty about the rules. This may be done through the letter of appointment and through meetings with faculty.

**3. Co-sponsoring and organizing the April 9 "President's Symposium on Diversity" (February 15).** Committee members volunteered to help organize the symposium and the committee agreed to co-sponsor and publicize the event.

**4. Recommendation to President Herbst regarding an Executive Position for Diversity (March 7)** The committee sent a written recommendation to President Herbst, Interim Vice Provost Reis, and Dean Raheim reiterating its recommendations of September 19 that diversity-related responsibilities be divided between compliance-related duties and academic responsibilities. The committee recommended that the academic duties be invested in a Vice

President for Diversity to facilitate coordination of the broad range of diversity initiatives that cut across all sectors of the University.

## **B. Guests and Topics**

### **1. Coordination with the Provost's Committee on Institutional Diversity.**

On October 17 the committee met with the chairs of the subcommittees of the Provost's Commission on Institutional Diversity (PCID) to learn about the goals of these subcommittees and discuss possible collaborations (Mo Hussein, Chair for a Just Community; Don Les, Chair for Recruitment; Willajeane McLean, Chair for Leadership Development; Christine Wilson, Chair for Retention).

**2. Equitable hiring Practices.** On October 17 the Committee met with Professor Mikki Hebl, Department of Psychology, Rice University to learn about her research on equitable hiring practices and discrimination in the workplace. Dr. Hebl was on campus for the day at the invitation of the Provost's Commission on Institutional Diversity.

**3. Minority and International Undergraduate Enrollment and Recruiting Strategies.** On November 14 the Committee met with Nathan Fuerst, the new director of admissions, for an update on fall minority and international enrollments and to discuss minority and international enrollment challenges, strategies, and goals. Nathan provided the committee with the Freshman Storrs Minority Trend Report 2001-2011. The committee noted that it would like to see regional campus data as well.

**4. Support for GLBT Students.** The Committee met with Fleurette King, Director of the Rainbow Center, on December 12. The committee learned that twelve years ago UConn was rated as the most homophobic campus in the region, but that today UConn ranks among the top 100 in the nation as a GLBT friendly campus. An issue currently of concern at the Rainbow Center is how the Center can collect gender identity information on in-coming students in order to better support the GLBT population.

**5. Support for Asian American Students.** The Committee met with Angela Rola, Director of the Asian American Cultural Center, on December 12. The Committee learned about the diversity of Asian American populations who have differing cultures and needs, the on-going importance of addressing campus climate issues post 9-11, the usefulness of cultural competency seminars for faculty to better understand their students, and the importance of increasing the number of Asian/Asian American faculty in the Humanities and Social Sciences and number of Asian/Asian American staff in admissions, advising, mental health services, and career services.

**6. Recruitment and Support for Graduate Students of Color.** On January 18, the Committee met with Dr. Lee A. Aggison, Special Assistant to the Provost and former Interim Vice Provost for Graduate Education and Dean of the Graduate School. The Committee learned about UConn's past strategies and initiatives for recruiting minority graduate students and about opportunities for improvement in this area.

**7. Support for Students with Disabilities.** The Committee met with Donna Korb, Director for the Center for Students with Disabilities, on January 18. The Committee learned that the Huffington Post identified UConn as a top 10 disability friendly campus and that UConn's program is in the top 25 in the nation according to GAO benchmarking standards. The committee learned about the shifting demographics of students with disabilities and importance of including accommodation information on course syllabi.

**8. Recruitment and Support for Native American Students and those from other Indigenous Peoples.** On February 15 the Committee met with Colin Neary, a member of the USG Diversity and Multiculturalism Committee, who is circulating a petition for the establishment of a Native American Cultural Center and an Institute for Native American and Indigenous Peoples' Studies. The Committee discussed prospects for recruiting more Native American students and developing a Native American Cultural Center.

**9. Recruitment and Support for African American Students.** The Committee met with Dr. Willena K. Price, Director of the African American Cultural Center and Adjunct Professor, on March 7. Dr. Price provided the Committee with an overview of support services and community outreach activities of the Center.

**10. Academic Affairs and Diversity.** The Committee met on April 11 with Interim Vice Provost Sally Reis to learn more about current and prospective actions for advancing Diversity in Academic Affairs. All present recognized the significance of the opportunity provided by the projected 290 or so new faculty hires over the next three to four years.

**Future Agendas:** The members of the Diversity Committee look forward to meeting with the new Vice Provost for Diversity and working with that individual in formulating and promoting campus-wide diversity initiatives. The Diversity Committee also plans to review the 2002 Diversity Taskforce Report to determine which, if any, of the Taskforce Report recommendations the Committee should work on advancing.



**University Senate Curricula and Courses Committee  
Report to the Senate  
September 17, 2012**

**I. The Curricula and Courses Committee recommends approval to ADD the following 1000 or 2000 level courses:**

- A. CDIS 2204 Speech and Language Acquisition  
Three credits. Prerequisites: Open to sophomores or higher. Students who have passed CDIS 3202 may not take CDIS 2204 for credit.  
How children learn their first language, the effects of language on their thinking and behavior.
- B. ANSC 1111 Principles of Animal Nutrition and Feeding  
Three credits. Two class periods and one 2-hour discussion and laboratory period. Taught concurrently with SAAS 113.  
Digestive anatomy of various species and the classes of nutrients including their digestion, metabolism and sources. Nutrient requirements and feeding standards for livestock, companion animals, exotics and aquatics for purposes of reproduction, lactation, growth, work and maintenance. Classes of feedstuffs, their characteristics, proper utilization, formulating rations and nutritional programs for animal enterprise.
- C. EKIN 1161 Husky Reads: Introducing Food and Nutrition to Children through Reading  
One credit.  
Supervised field work and experiential learning in nutritional literacy for preschoolers and young children, geared to individual, dual, and team activities. Readings and reflections.

**II. The Curricula and Courses Committee recommends approval to REVISE the following 1000 or 2000 level courses:**

- A. AH 2001 Medical Terminology (change enrollment restriction)  
*Current Catalog Copy*  
2001. Medical Terminology  
Both semesters. One credit. Open to students in the Department of Allied Health Sciences, others by instructor consent.  
Introduction and mastery of medical terminology through presentation of word roots, prefixes and suffixes.  
*Revised Catalog Copy*  
2001. Medical Terminology  
Both semesters. One credit. Open to students in the Department of Allied Health Sciences and OSH concentration majors, others by instructor consent.  
Introduction and mastery of medical terminology through presentation of word roots, prefixes and suffixes.

B. ECON 2481. Internship – Field Study (change to variable credits, elimination of corequisite)

*Current Catalog Copy*

2481. Internship – Field Study

(294) (Formerly offered as ECON 3481.) Two credits. Hours by arrangement.

Prerequisite: Instructor consent required; students must have: nine credits of 2000-level or above economics courses (six of which may be concurrent); students must be at least 6th-semester and have a minimum GPA of 2.25 or a minimum of 2.5 in economics courses at the 2000-level or above; students must secure a satisfactory intern position before the end of the second week of the semester of enrollment in this course; they should begin consultation with the instructor several months in advance; must be taken concurrently with ECON 2491; no credit will be given for one course without the other. Does not count toward the economics major. Students taking this course will be assigned a final grade of S (satisfactory) or U (unsatisfactory).

Supervised field work, of six to eight hours per week, relevant to some area of economics, with a business firm, government agency or non-profit organization.

Evaluation by the field supervisor and by the instructor (based on a detailed written report submitted by the student).

*Revised Catalog Copy*

2481. Internship – Field Study

(294) Credits up to six. Hours by arrangement. Prerequisite: Instructor consent required; students must have: nine credits of 2000-level or above economics courses (six of which may be concurrent); students must be at least 6th-semester and have a minimum GPA of 2.25 or a minimum of 2.5 in economics courses at the 2000-level or above; students must secure a satisfactory intern position before the end of the second week of the semester of enrollment in this course; they should begin consultation with the instructor several months in advance. Does not count toward the economics major. Students taking this course will be assigned a final grade of S (satisfactory) or U (unsatisfactory).

Supervised fieldwork relevant to some area of economics, with a business firm, government agency or non-profit organization. Evaluation by the field supervisor and by the instructor (based on a detailed written report submitted by the student).

C. ECON 2491 Internship- Research Paper (elimination of corequisite)

*Current Catalog Copy*

2491. Internship – Research Paper

(295) (Formerly offered as ECON 3491.) One credit. Hours by arrangement.

Prerequisite: Instructor consent required; students must have: nine credits of 2000-level or above economics courses (six of which may be concurrent); students must be at least 6th-semester; have a minimum GPA of 2.25 or a minimum of 2.5 in economics courses at the 2000-level or above; must be taken concurrently with ECON 2481; no credit will be given for one course without the other.

Research paper of 3,000-4,000 words on approved topic related to the internship field study.

*Revised Catalog Copy*

2491. Internship – Research Paper

(295) One credit. Hours by arrangement. Prerequisite: Instructor consent required; students must have: nine credits of 2000-level or above economics courses (six of which may be concurrent); students must be at least 6th-semester; have a minimum GPA of 2.25 or a minimum of 2.5 in economics courses at the 2000-level or above; Research paper of 3,000-4,000 words on approved topic related to the internship field study.

**III. The Curricula and Courses Committee recommends approval to  
DELETE the following 1000 or 2000 level courses:**

A. ANSC 2111 Principles of Animal Nutrition

Respectfully Submitted by the 12-13 Senate Curricula and Courses Committee.

Eric Schultz, Chair, Pamela Bedore, Marianne Buck, Rosa Chinchilla, Michael Darre, Dean Hanink, Andrea Hubbard, Peter Kaminsky, Kathleen Labadorf, Maria Ana O'Donoghue, Jeffrey Ogbar, Annelie Skoog  
9-7-12

**Nominating Committee Report  
to the University Senate  
September 17, 2012**

1. We move the following faculty and staff deletions from the named standing committees:
  - Thomas Bontly from the Growth & Development Committee
  - Anke Finger from the Curricula & Courses Committee
  - Janet Fink from the University Budget Committee
  - Anne Hiskes from the Diversity Committee
  - Kazem Kazerounian from the Growth & Development Committee
  - Jeffrey Ogbar from the Faculty Standards Committee
  - Robert Ricard from the Enrollment Committee
  - Lyle Scruggs from the University Budget Committee
2. We move to appoint Thomas Bontly as Chair of the University Budget Committee for the fall 2012 semester.
3. We move to appoint Dean Hanink to the Standing Honors Committee as representative of the University Senate's Curricula & Courses Committee for a three-year term beginning immediately and ending June 30, 2015.
4. We move to appoint the following faculty and staff members to the named committee effective immediately with the term ending June 30, 2013.
  - John Armstrong to the Student Welfare Committee as ex-officio representative of the Provost's Office.
  - Lauren DiGrazia to the Enrollment Committee.
  - Nathan Fuerst to the Enrollment Committee.
  - Kathleen Labadorf to the Diversity Committee as representative of the Curricula & Courses Committee.
  - Min Lin to the Growth & Development Committee as representative of the University Budget Committee.
  - Jennifer Lease Butts to the Scholastic Standards Committee as ex-officio representative of the Provost's Office.
  - Wayne Locust to the Enrollment Committee as ex-officio representative of the Provost's Office.
  - Jeffrey Ogbar to the Curricula and Courses Committee as ex-officio representative of the Provost's Office.
  - Morty Ortega to the Diversity Committee and the Student Welfare Committee
  - Sally Reis to the Faculty Standards Committee as ex-officio representative of the Provost's Office.
  - Robert Ricard to the Faculty Standards Committee.
  - Rachel Rubin to the Diversity Committee as ex-officio representative Of the President's Office.
  - Eric Schultz to the Growth & Development Committee as representative of the Curricula & Courses Committee.

Lysa Teal to the University Budget Committee as ex-officio representative  
of the Chief Financial Officer's Office.

Dana Wilder to the Growth and Development Committee as ex-officio  
representative of the Provost's Office.

5. We move the following undergraduate student additions to the named committees effective immediately with a term ending June 30, 2013:

Edward Courchaine to the University Budget Committee

6. We move the following graduate student additions to the named committees effective immediately with a term ending June 30, 2013:

Ian Gutierrez to the Student Welfare Committee

Ryan Tomcheck to the Scholastic Standards Committee

Ian Yue to the University Budget Committee

7. For the information of the Senate, the Undergraduate Student Government has named Rebecca D'Angelo, Michael Daniels, Jigish Patel, and Stephen Petkis to membership on the University Senate effective immediately with a term ending June 30, 2013.
8. For the information of the Senate, the Graduate Student Government has nominated Safet Berisa and Chantelle Messier to membership on the University Senate effective immediately with a term ending June 30, 2013.
9. For the information of the Senate, the Undergraduate Student Government has appointed Stephen Petkis as its representative on the Senate Executive Committee.
10. For the information of the Senate, the Graduate Student Senate has appointed Chantelle Messier as its representative on the Senate Executive Committee.

Respectfully submitted,

Andrea Hubbard, Chair  
Rajeev Bansal  
Thomas Bontly

Marie Cantino  
Cameron Faustman  
Maria-Luz Fernandez

# Diversity Report: University Senate

Jeffrey O. G. Ogbar  
Vice Provost for Diversity  
University of Connecticut  
September 17, 2012

# Diversity: A Vision at UConn

The Academic Plan, 2009-2014, “Our World, Our People, Our Future,” and Diversity

In our research and teaching, as in our outreach, we envision an inclusive community that celebrates diversity, promotes civility, advances global awareness, and cultivates leadership, integrity, and engaged citizenship in our students, faculty, and staff.

# Diversity and UConn

- Expands horizons: intellectual, cultural, scholarly, etc.
- Enhances critical thinking skills
- Enriches educational experience
- Encourages healthy workplace and social development opportunities
  - Measurable institutional outcomes: graduation rates, promotion, tenure, retention, etc.



# Vice Provost for Diversity

- Chief Diversity Officer
  - Working closely with the Provost to establish, refine and develop strategies and initiatives to recruit, retain diversity faculty, students and staff.
  - Measure best practices in various endeavors
  - Measure and account for various related initiatives at University
  - Provide resource for related endeavors, throughout University, including, but not limited to hiring, recruitment, and retention.

# Institutionalized Efforts at UConn

- Schools and Colleges
- Departments, Centers, Institutes
- Student Organizations
  - **Provost Commission on Institutional Diversity**
  - **Academic Leadership Team for Effective Recruiting & Retention (ALTERR)** Committee model in College of Liberal Arts and Sciences
  - University Libraries Diversity Committee

# Institutionalized Efforts at UConn

- Cultural Centers
- Academic Institutes
- Office for Diversity and Equity
- Global Affairs
  - Enrichment Programs
  - Public Engagement
  - Retention and Graduation Task Force

# Town Hall Meeting on Diversity at UConn

- October 10, 2012 4:00 PM
  - Konover Auditorium Thomas J. Dodd Research Center

# Faculty Diversity (U.S. Citizens)

## Asian Amer. and African Amer.

### Asian American

- 2001: 47
- 2006: 50
- 2011: 57

### African American

- 2001: 26
- 2006: 36
- 2011: 35

## Latino and Native American

### Latino

- 2001: 28
- 2006: 37
- 2011: 37

### Native American

- 2001: 3
- 2006: 3
- 2011: 4

# Faculty Diversity: Women

- 2001: 314/727
- 2006: 418/762
- 2011: 469/763

▫ These numbers exclude the UConn Health Center

# Student Diversity: Students of Color

## Undergraduate

- 2004: 17%
  - 2006: 19%
  - 2008: 19%
  - 2010: 20%
  - 2012: 24%
- 
- Since 1995 a 208% increase in minority freshmen

## Graduate/Professional

- 2004: 12%
- 2006: 14%
- 2008: 14%
- 2010: 16%
- 2012: 17%

# Student Diversity Challenges: Graduation Rates

## African American Males

- 2007: 4-year 24% (54%)
- 2008: 4-year 14% (56%)
- 2009: 4-year 27% (61%)
- 2010: 4-year 35% (66%)

## Latino Males

- 2007: 4-year 35%
- 2008: 4-year 30%
- 2009: 4-year 40%
- 2010: 4-year 50%



# New vice provost website with helpful resources

- [diversity.uconn.edu](http://diversity.uconn.edu)
- [ode.uconn.edu](http://ode.uconn.edu)